

EXHIBIT A 3.1  
TO THE

AGREEMENT  
OF  
AUGUST 23, 1946  
AS AMENDED  
BETWEEN



PACIFIC  
SERVICE  
COMPANY  
OF  
SEATTLE

AND



INTERNATIONAL BROTHERHOOD  
OF ELECTRICAL WORKERS  
LOCAL UNION NO. 111

EXPIRES MAY 31, 2006

## INDEX

### EXHIBIT A

#### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS & DEMOTIONS

<u>FLOW #</u>	<u>Organization</u>	<u>Page</u>
1a	Appliance Service Department & Division .....	1
2a	Construction Department & Division .....	2
3a	Corrosion Prevention Department - Denver Division .....	3
3b	Corrosion Prevention Department - Mountain Division .....	4
3c	Corrosion Prevention Department - Northern Division .....	5
3d	Corrosion Prevention Department - San Luis Valley Division ..	6
3e	Corrosion Prevention Department - Western Division .....	7
4a	Design Department - Boulder Division .....	8
4b	Design Department - Denver Division .....	9
4c	Design Department - Front Range Division .....	10
4d	Design Department - High Plains Division .....	11
4e	Design Department - Mountain Division .....	12
4f	Design Department - Northern Division .....	13
4g	Design Department - Pueblo Division .....	14
4h	Design Department - Southern Division .....	15
4i	Design Department - Western Division .....	16
5a	Distribution Control Center Department .....	17

<b><u>FLOW #</u></b>	<b><u>Organization</u></b>	<b><u>Page</u></b>
6a	Electric Distribution Operations Maintenance Specialist Department and Division .....	18
7a	Electric Line Department - Boulder Division .....	19
7b	Electric Meter Department - Boulder Division .....	20
7c	Electric Line Department - Denver Division .....	21
7d	Electric Meter Department - Denver Division .....	22
7e	Electric Line Department - Front Range Division .....	23
7f	Electric Meter Department - Front Range Division .....	24
7g	Electric Line Department - High Plains Division .....	25
7h	Electric Meter Department - High Plains Division .....	26
7i	Electric Line Department - Mountain Division .....	27
7j	Electric Meter Department - Mountain Division .....	28
7k	Electric Line Department - Northern Division .....	29
7L	Electric Meter Department - Northern Division .....	30
7m	Electric Line Department - San Luis Valley Division .....	31
7n	Electric Meter Department - San Luis Valley Division .....	32
7o	Electric Line Department - Western Division .....	33
7p	Electric Meter Department - Western Division .....	34
8a	Energy Supply - Cameo Department & Division .....	35
8b	Energy Supply - Comanche Department & Division .....	36
8c	Energy Supply - Fort St. Vrain Department & Division .....	37
8d	Energy Supply - Hayden Department & Division .....	38

<b><u>FLOW #</u></b>	<b><u>Organization</u></b>	<b><u>Page</u></b>
8e	Energy Supply - Metro Department & Division (Arapahoe, Cherokee, Steam Heat, Zuni Stations) . . . . .	39
8f	Energy Supply - Pawnee Department & Division . . . . .	40
8g	Energy Supply - Valmont Department & Division . . . . .	41
8h	Energy Supply - Boulder Hydro Department & Division . . . . .	42
8i	Energy Supply - Cabin Creek/Georgetown Hydro Department & Division . . . . .	43
8j	Energy Supply - Shoshone Hydro Department & Division . . . . .	44
8k	Energy Supply - Ames/Salida/Tacoma Hydro Department & Division . . . . .	45
9a	Gas Department - Boulder Division . . . . .	46
9b	Gas Department - Denver Division . . . . .	47
9c	Gas Department - Front Range Division . . . . .	48
9d	Gas Department - High Plains Division . . . . .	49
9e	Gas Department - Mountain Division . . . . .	50
9f	Gas Department - Northern Division . . . . .	51
9g	Gas Department - Pueblo Division . . . . .	52
9h	Gas Department - San Luis Valley Division . . . . .	53
9i	Gas Department - Western Division . . . . .	54
9j	Gas Meter Shop Department - Denver Division . . . . .	55
9k	Gas Mechanical Shop - Denver Division . . . . .	56
9L	High Pressure Gas Department - Denver Division . . . . .	57
9m	High Pressure Gas Department - Mountain Division . . . . .	58

<b><u>FLOW #</u></b>	<b><u>Organization</u></b>	<b><u>Page</u></b>
9n	High Pressure Gas Department - Northern Division . . . . .	59
9o	High Pressure Gas Department - San Luis Valley Division . . .	60
9p	High Pressure Gas Department - Western Division . . . . .	61
10a	Gas Standards Department and Division . . . . .	62
11a	Meter Revenue Department - Boulder Division . . . . .	63
11b	Meter Revenue Department - Denver Division . . . . .	64
11c	Meter Revenue Department - Front Range Division . . . . .	65
11d	Meter Revenue Department - High Plains Division . . . . .	66
11e	Meter Revenue Department - Mountain Division . . . . .	67
11f	Meter Revenue Department - Northern Division . . . . .	68
11g	Meter Revenue Department - Pueblo Division . . . . .	69
11h	Meter Revenue Department - San Luis Valley Division . . . . .	70
11i	Meter Revenue Department - Western Division . . . . .	71
12a	Metrology Department and Division . . . . .	72
13a	Service Investigation Department and Division . . . . .	73
14a	Stores Department - Boulder Division . . . . .	74
14b	Stores Department - Denver Division . . . . .	75
14c	Stores Department - Front Range Division . . . . .	76
14d	Stores Department - High Plains Division . . . . .	77
14e	Stores Department - Mountain Division . . . . .	78
14f	Stores Department - Northern Division . . . . .	79
14g	Stores Department - Pueblo Division . . . . .	80

<b><u>FLOW #</u></b>	<b><u>Organization</u></b>	<b><u>Page</u></b>
14h	Stores Department - San Luis Valley Division . . . . .	81
14i	Stores Department - Western Division . . . . .	82
15a	System Operations Division - Denver Substation Department . .	83
15b	System Operations Division - Northeast Substation Department . . . . .	84
15c	System Operations Division - Southern Substation Department . . . . .	85
15d	System Operations Division - Western Substation Department . . . . .	86
15e	System Operations Division - Substation & Line Equipment Test Department . . . . .	87
15f	System Operations Division - Transmission Line Department . . . . .	88
16a	Transportation Department - Boulder Division . . . . .	89
16b	Transportation Department - Denver Division . . . . .	90
16c	Transportation Department - Mountain Division . . . . .	91
16d	Transportation Department - Northern Division . . . . .	92
16e	Transportation Department - Pueblo Division . . . . .	93
16f	Transportation Department - San Luis Valley Division . . . . .	94
16g	Transportation Department - Western Division . . . . .	95
17a	Utility Services Department - Denver Division . . . . .	96
17b	Utility Services Department - Mountain Division . . . . .	97
17c	Utility Services Department - Northern Division . . . . .	98
17d	Utility Services Department - Southern Division . . . . .	99
17e	Utility Services Department - Western Division . . . . .	100

## EXHIBIT A

### APPLIANCE SERVICE DEPARTMENT & DIVISION

#### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

(1) Senior Service Specialist

(2) Service Specialist

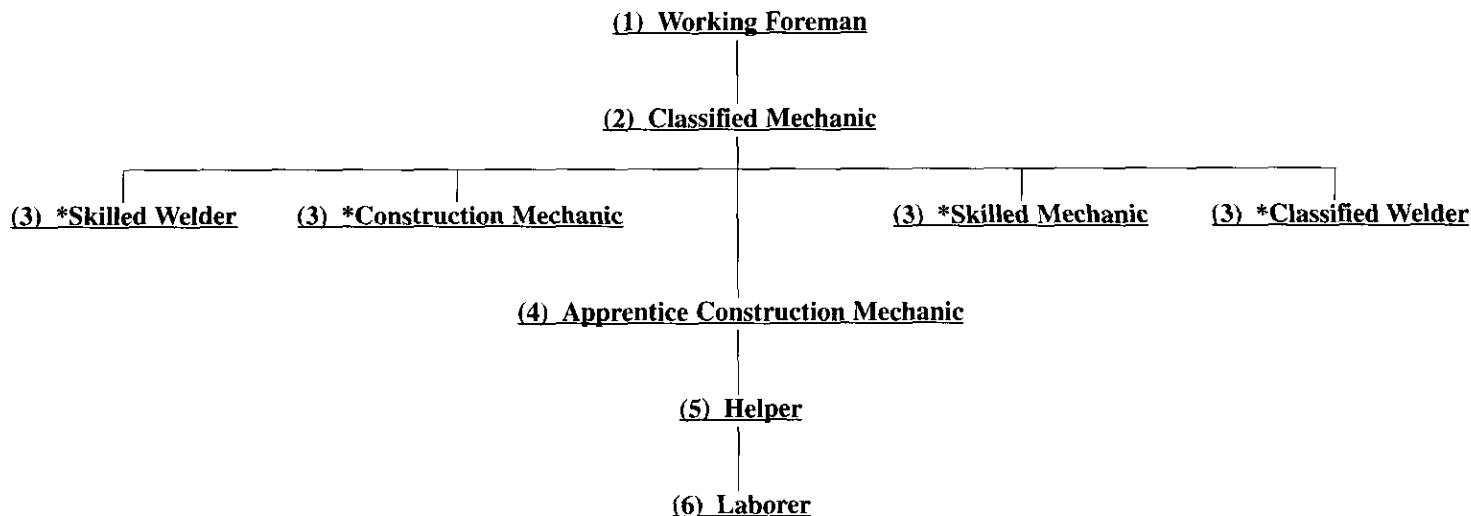
(3) Specialist-in-Training

(4) Helper

# EXHIBIT A

## CONSTRUCTION DEPARTMENT & DIVISION

### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS





**EXHIBIT A**

**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Corrosion Prevention Department**

**(1) Senior Corrosion Control Specialist**



**(2) Corrosion Control Specialist**



**(3) Cathodic Protection Technician**

**3a Denver Division  
Corrosion Prevention Department  
June 1, 2003**

**EXHIBIT A**

**MOUNTAIN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Corrosion Prevention Department**

**(1) Senior Corrosion Control Specialist**

**(2) Corrosion Control Specialist**

**(3) Cathodic Protection Technician**

**3b Mountain Division  
Corrosion Prevention Department  
June 1, 2003**

**EXHIBIT A**

**NORTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Corrosion Prevention Department**

**(1) Senior Corrosion Control Specialist**



**(2) Corrosion Control Specialist**



**(3) Cathodic Protection Technician**

3c Northern Division  
Corrosion Prevention Department  
June 1, 2003

**EXHIBIT A**

**SAN LUIS VALLEY DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Corrosion Prevention Department**

**(1) Senior Corrosion Control Specialist**



**(2) Corrosion Control Specialist**



**(3) Cathodic Protection Technician**

3d San Luis Valley Division  
Corrosion Prevention Department  
June 1, 2003

**EXHIBIT A**

**WESTERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Corrosion Prevention Department**

**(1) Senior Corrosion Control Specialist**



**(2) Corrosion Control Specialist**



**(3) Cathodic Protection Technician**

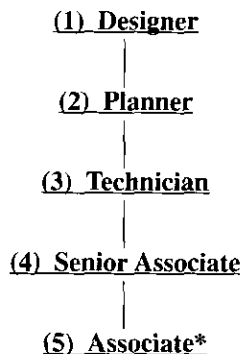
3e Western Division  
Corrosion Prevention Department  
June 1, 2003

**EXHIBIT A**

**BOULDER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**



\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4a Boulder Division  
Design Department  
June 1, 2003**

**EXHIBIT A****DENVER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Design Department****(1) Designer****(2) Planner****(3) Technician****(4) Senior BCL Rep\*****(4) BCL Rep\*\*\*****(5) Senior Associate****(5) Associate \*\*\*\***

\* Any Senior BCL Rep that is promoted to the Technician position shall maintain their current hourly wage rate at time of promotion until the Technician step progression exceeds their frozen hourly rate.

\*\* Senior BCL Rep may transfer into a vacancy of Technician without going down to BCL Rep.

\*\*\* The BCL Rep may transfer into a vacancy of Technician without becoming a Senior BCL Rep.

\*\*\*\* The Associate may transfer into a vacancy of BCL Rep or Technician without becoming a Senior Associate.

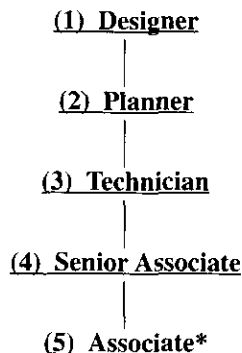
**4b Denver Division****Design Department****June 1, 2003**

**EXHIBIT A**

**FRONT RANGE DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**



\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4c Front Range Division  
Design Department  
June 1, 2003**

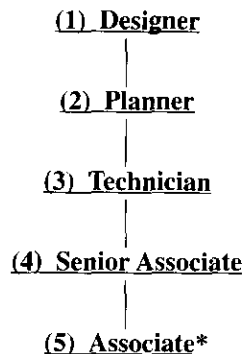


## EXHIBIT A

### HIGH PLAINS DIVISION

#### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

##### Design Department



\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

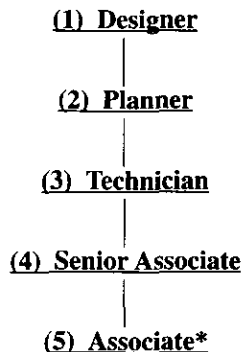
**4d High Plains Division  
Design Department  
June 1, 2003**

## EXHIBIT A

### MOUNTAIN DIVISION

#### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

##### Design Department



\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4e Mountain Division  
Design Department  
June 1, 2003**

## EXHIBIT A

### NORTHERN DIVISION

#### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

##### Design Department

(1) Designer

(2) Planner

(3) Technician

(4) Senior Associate

(5) Associate\*

\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

4f Northern Division  
Design Department  
June 1, 2003

**EXHIBIT A**

**PUEBLO DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**

**(1) Designer**



**(2) Planner**



**(3) Technician**



**(4) Senior Associate**



**(5) Associate\***

\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

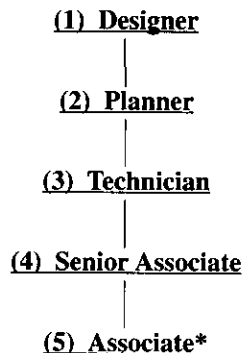
**4g Pueblo Division  
Design Department  
June 1, 2003**

**EXHIBIT A**

**SOUTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Design Department**



\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4h Southern Division  
Design Department  
June 1, 2003**

## EXHIBIT A

### WESTERN DIVISION

## JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

### Design Department

(1) Designer



(2) Planner



(3) Technician

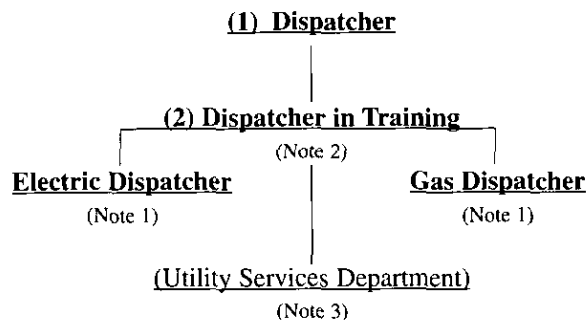


(4) Senior Associate



(5) Associate\*

\* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**EXHIBIT A****DISTRIBUTION CONTROL CENTER DEPARTMENT****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Prior to July 24, 2003****After July 24, 2003****Distribution System Operator**

(Note 4)

**Dispatcher**

(Note 2)

Note 1: Denotes Employees in the department as of 10/26/98.

Note 2: Disabled employees may be placed as a Dispatcher in accordance with Article 11, Section 6 of Labor Agreement.

Note 3: Employees entering into this department shall come from the Utility Services Department &amp; Division.

Note 4: Employees entering into the job classification of Distribution System Operators shall be qualified Journeyman in Electric, Substation, Gas or Transmission Line Departments.

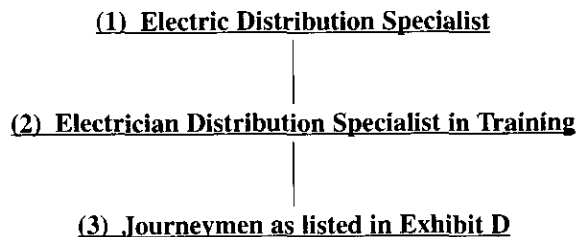
**EXHIBIT A**

**ELECTRIC DISTRIBUTION OPERATIONS MAINTENANCE SPECIALIST**

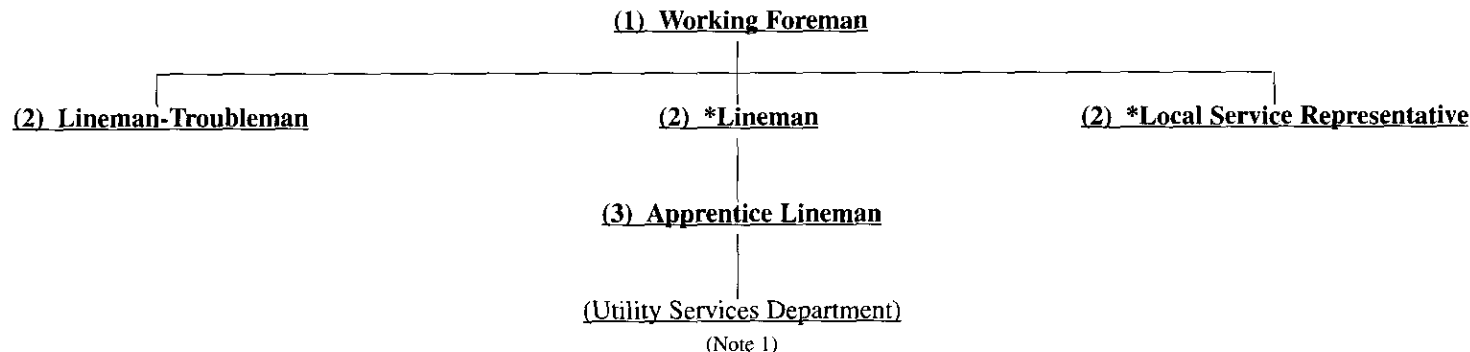
**DEPARTMENT AND DIVISION**

**(ELECTRIC DISTRIBUTION SPECIALIST)**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**





**EXHIBIT A****BOULDER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Line Department**

Note 1: Employees entering into this department shall come from Utility Services Department.

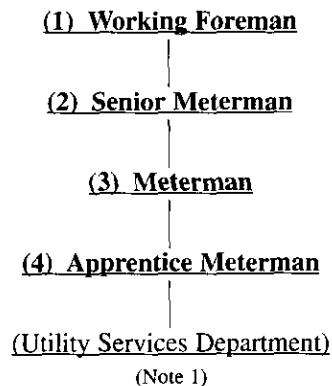
**7a Boulder Division  
Electric Line Department  
June 1, 2003**

## EXHIBIT A

### BOULDER DIVISION

## JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

### Electric Meter Department



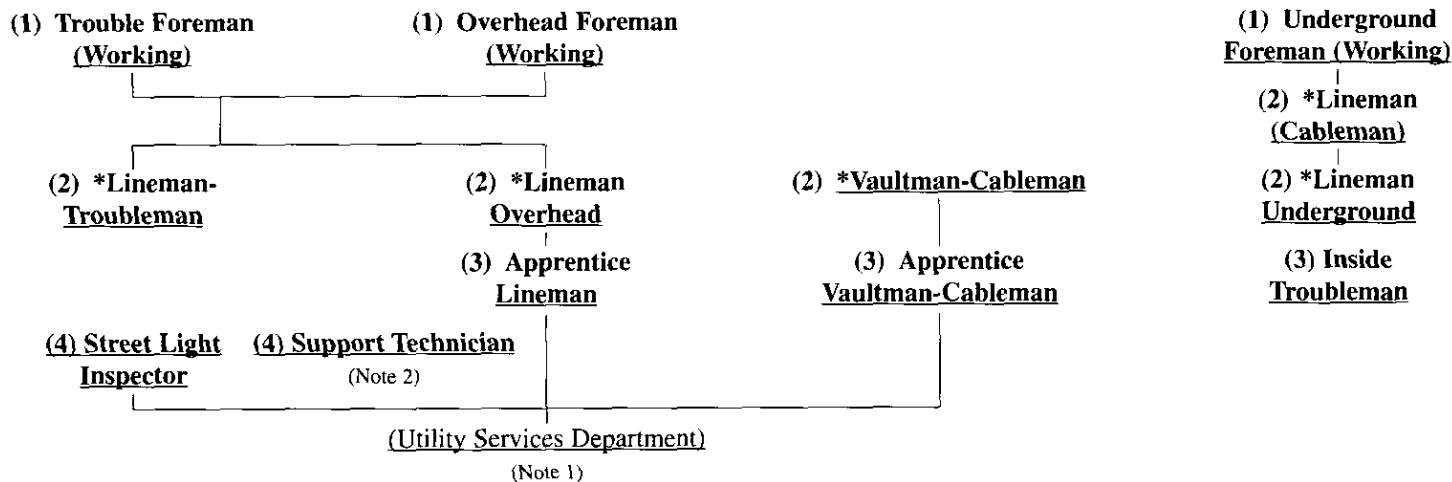
Note 1: Employees entering into this department shall come from Utility Services Department.

**7b Boulder Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A**  
**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Line Department**



Note 1: Employees entering into this department shall come from transfers from Flows 1a, 7d, 15a, 15b, 15c, 15d, 17a.

Note 2: When the Support Technician is vacated, the duties performed will be split into the Associate and Utilityworker B classification and this position will cease to exist.

**7c Denver Division**  
**Electric Line Department**  
**June 1, 2003**

**EXHIBIT A**

**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**

**(1) Working Foreman**

**(1) Electric Meter Department**

**(2) Senior Meterman**

**(3) Meterman**

**(4) Apprentice Meterman**

**(Utility Services Department)**

(Note 1)

Note 1: Employees entering into this department shall come from transfers from Flows 1a, 7c, 15a, 15b, 15c, 15d, 17a.

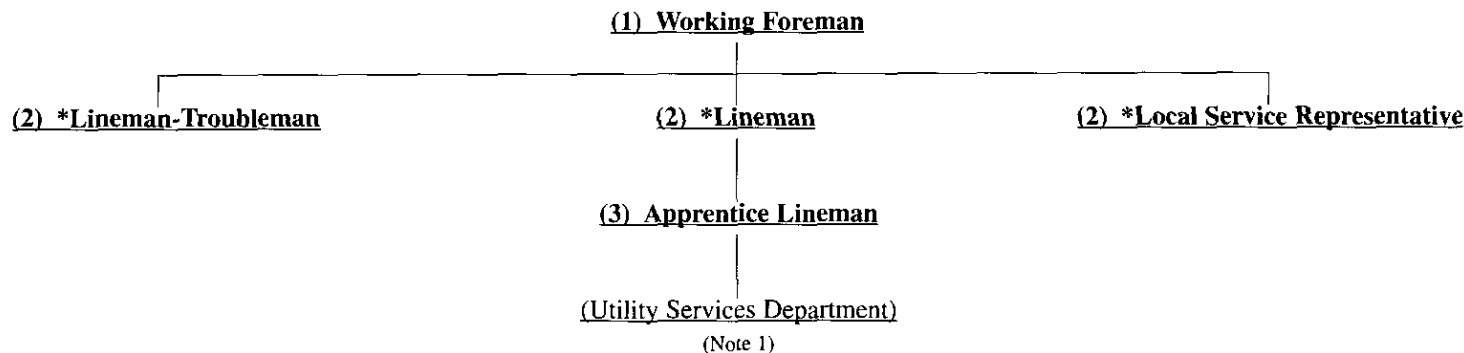
**7d Denver Division  
Electric Meter Department  
June 1, 2003**

# EXHIBIT A

## FRONT RANGE DIVISION

### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

#### Electric Line Department



Note 1: Employees entering into this department shall come from Utility Services Department & Division.

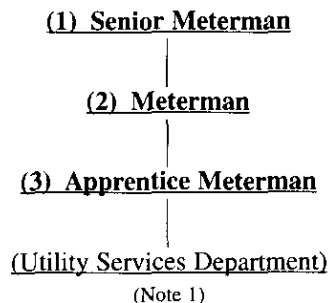
**7e Front Range Division**  
**Electric Line Department**  
**June 1, 2003**

**EXHIBIT A**

**FRONT RANGE DIVISION**

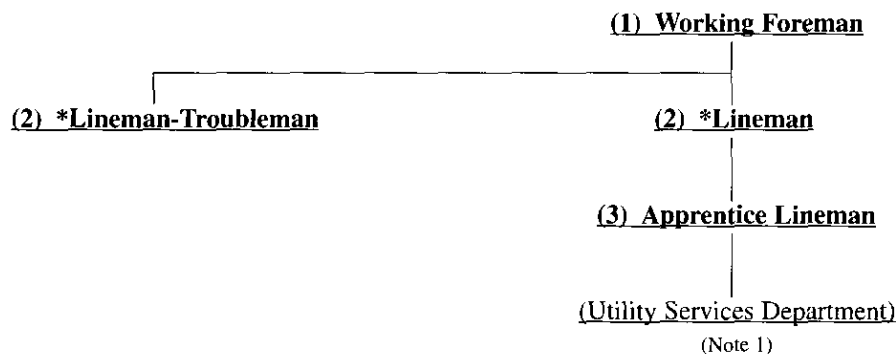
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**



Note 1: Employees entering into this department shall come from Utility Services Department.

**7f Front Range Division  
Electric Meter Department  
June 1, 2003**

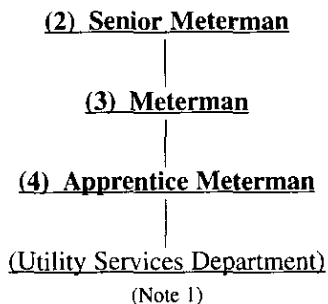
**EXHIBIT A****HIGH PLAINS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Line Department**

Note 1: Employees entering into this department shall come from the Utility Services Department.

**7g High Plains Division  
Electric Line Department  
June 1, 2003**

**EXHIBIT A**  
**HIGH PLAINS DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**



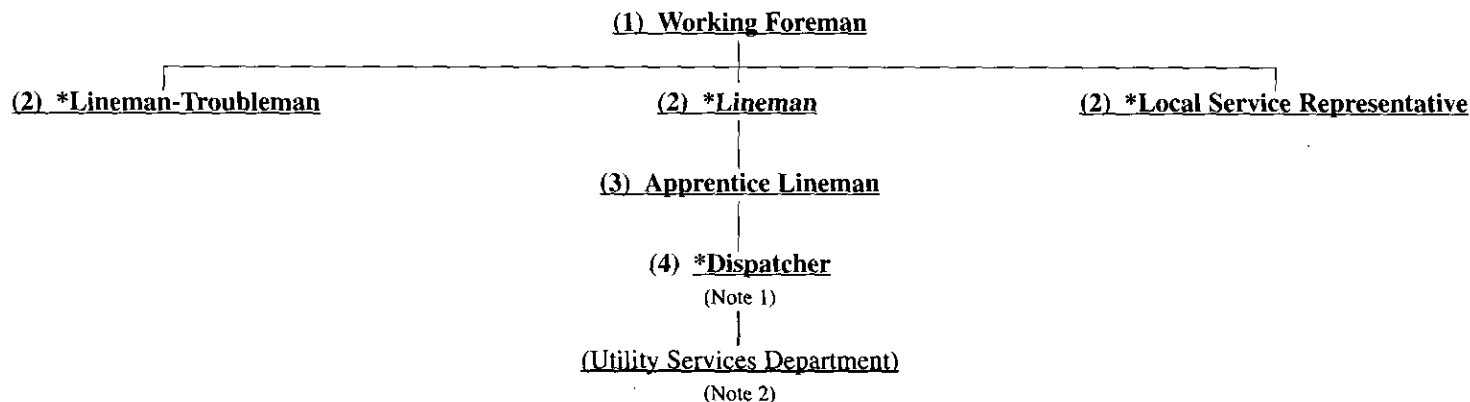
Note 1: Employees entering into this department shall come from transfers from Utility Services Department.

**7h High Plains Division**  
**Electric Meter Department**  
**June 1, 2003**



**EXHIBIT A**  
**MOUNTAIN DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Line Department**



Note 1: Disabled employees may be placed as a Dispatcher in accordance with Article 11.6 of the Labor Agreement.

Note 2: Employees entering into this department shall come from the Utility Services Department.

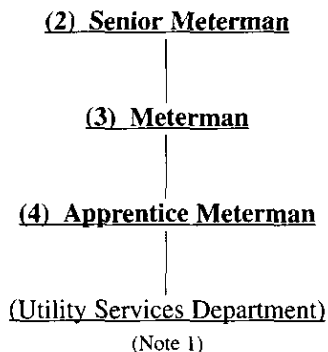
**71 Mountain Division**  
**Electric Line Department**  
**June 1, 2003**

**EXHIBIT A**

**MOUNTAIN DIVISION**

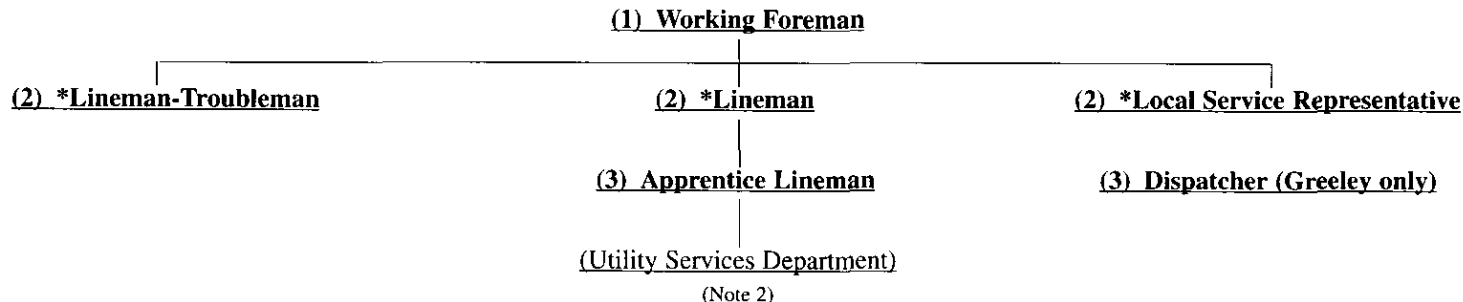
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**



Note 1: Employees entering into this department shall come from the Utility Services Department.

**7j Mountain Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A****NORTHERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Line Department**

Note 1: Promotions, demotions & reductions in force shall be accomplished first at the headquarters involved and then within the Northern Division.  
This shall apply only to promotions, demotions & reductions in force.

Note 2: Employees entering into this department shall come from the Utility Services Department.

**7k Northern Division**  
**Electric Line Department**  
**June 1, 2003**

**EXHIBIT A**

**NORTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**

**(1) Senior Meterman**



**(2) Meterman**



**(3) Apprentice Meterman**



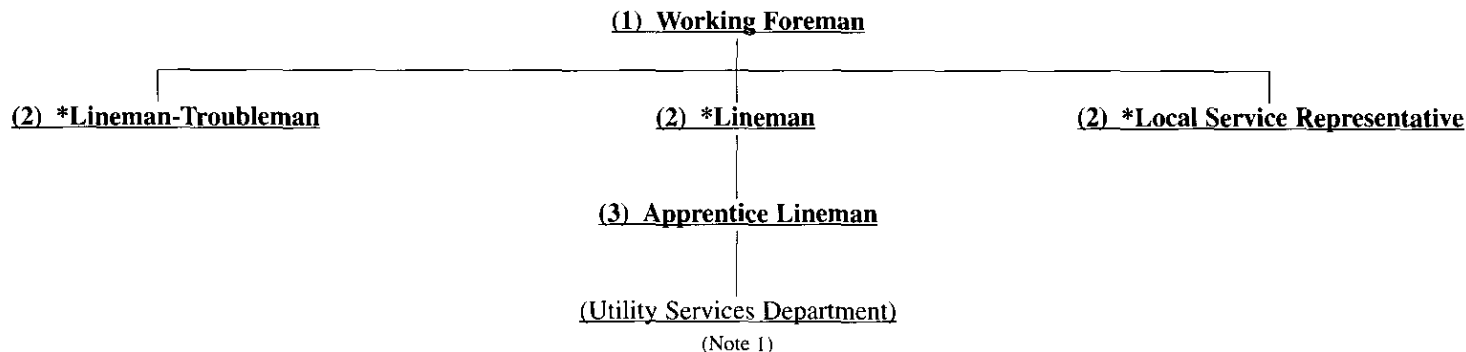
**(Utility Services Department)**

(Note 2)

Note 1: Promotions, demotions & reductions in force shall be accomplished first at the headquarters involved and then within the Northern Division.  
This shall apply only to promotions, demotions & reductions in force.

Note 2: Employees entering into this department shall come from the Utility Services Department.

**7L Northern Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A****SAN LUIS VALLEY DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Line Department**

Note 1: Employees entering into this department shall come from the Utility Services Department.

**7m San Luis Valley Division  
Electric Line Department  
June 1, 2003**

**EXHIBIT A**

**SAN LUIS VALLEY DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Electric Meter Department**

**(2) Senior Meterman**



**(3) Meterman**



**(4) Apprentice Meterman**

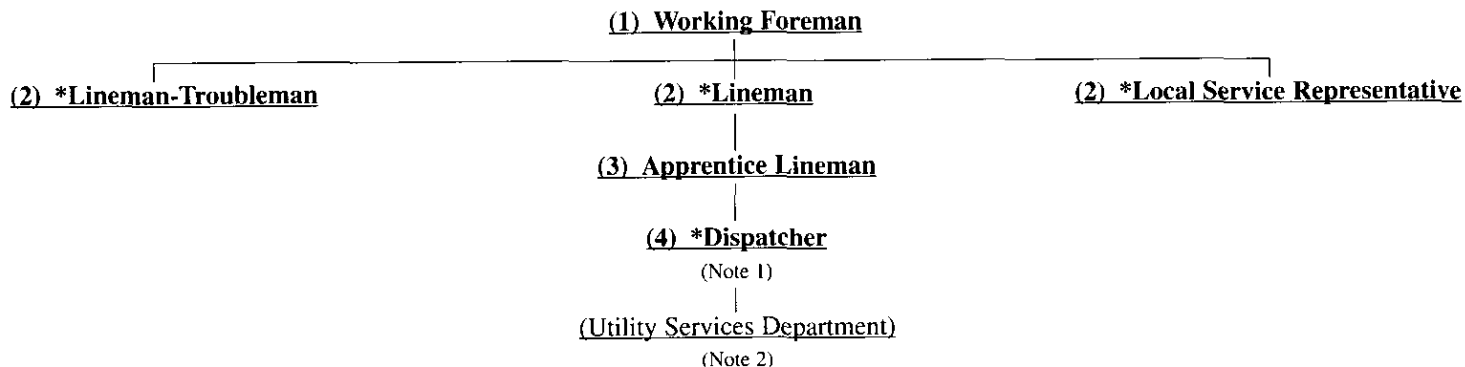


**(Utility Services Department)**

(Note 1)

Note 1: Employees entering into this department shall come from Utility Services Department.

**7n San Luis Valley Division  
Electric Meter Department  
June 1, 2003**

**EXHIBIT A****WESTERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Line Department**

Note 1: Disabled employees may be placed as a Dispatcher in accordance with Article 11.6 of the Labor Agreement.

Note 2: Employees entering into this department shall come from the Utility Services Department.

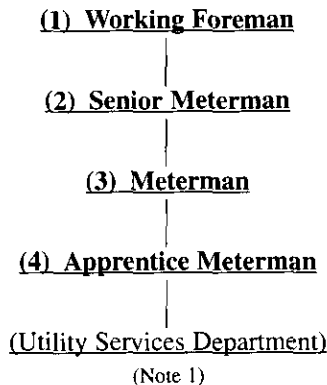
**70 Western Division  
Electric Line Department  
June 1, 2003**

## EXHIBIT A

### WESTERN DIVISION

### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

#### Electric Meter Department



Note 1: Employees entering into this department shall come from the Utility Services Department.

7p Western Division  
Electric Meter Department  
June 1, 2003

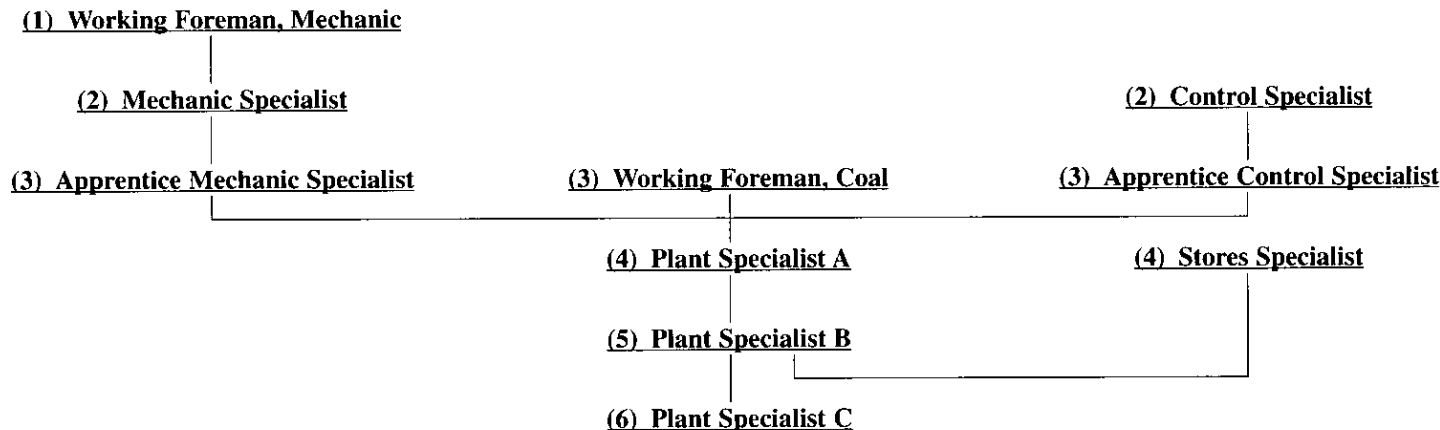


# EXHIBIT A

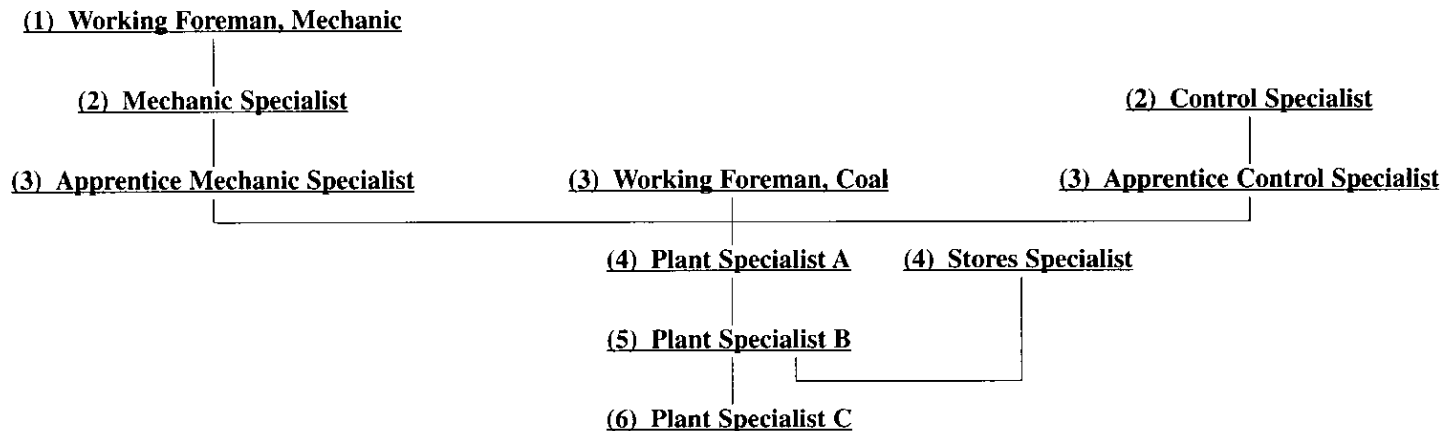
## CAMEO DEPARTMENT & DIVISION

### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

#### Energy Supply



8a Cameo Department & Division  
 Energy Supply  
 June 1, 2003

**EXHIBIT A****COMANCHE DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

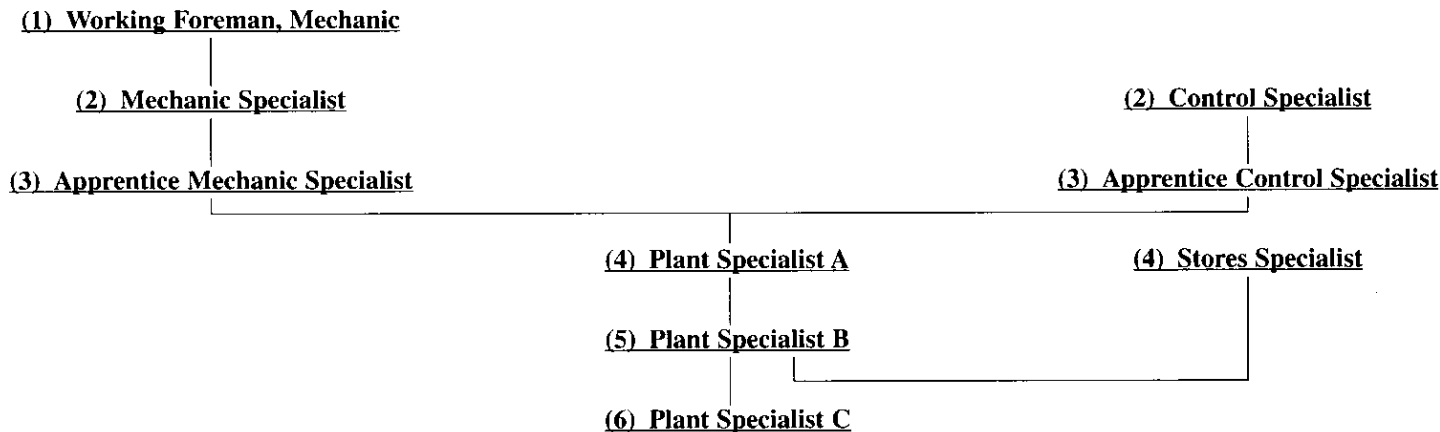
8b Comanche Department & Division  
Energy Supply  
June 1, 2003

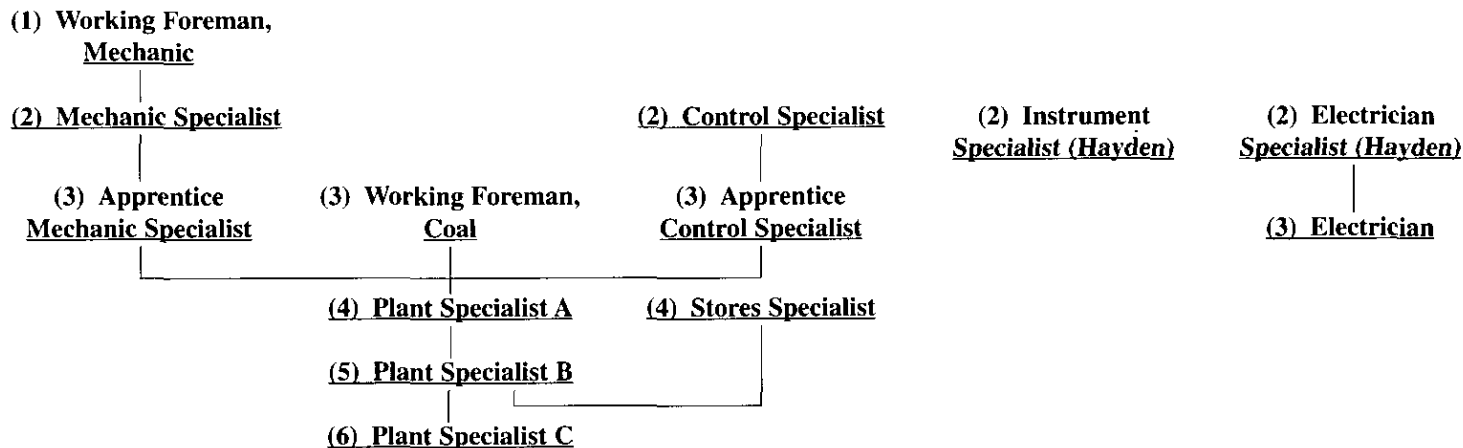
# EXHIBIT A

## FORT ST. VRAIN DEPARTMENT & DIVISION

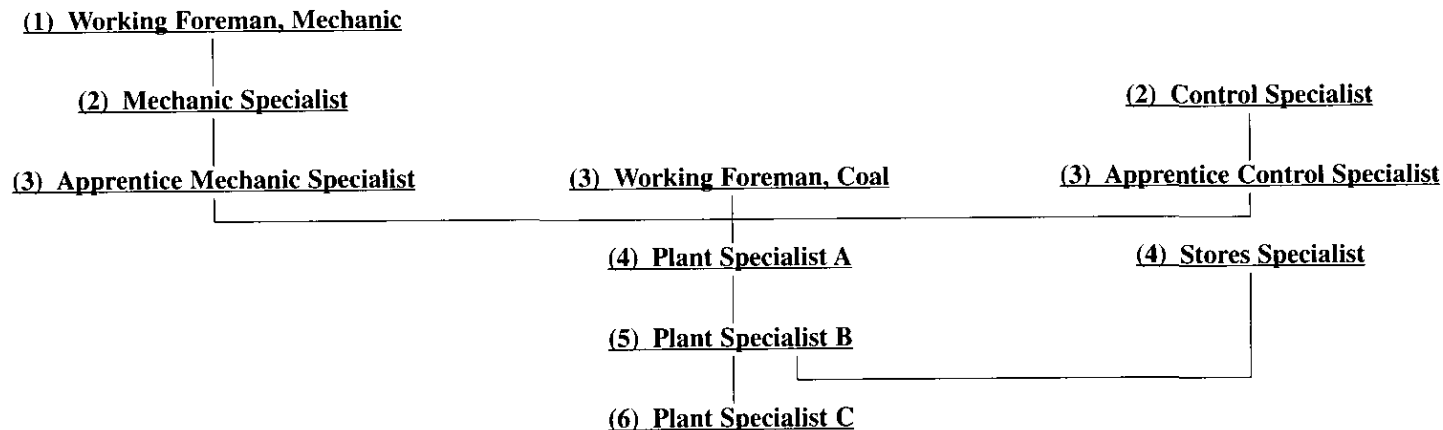
### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

#### Energy Supply



**EXHIBIT A****HAYDEN DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8d Hayden Department & Division  
 Energy Supply  
 June 1, 2003

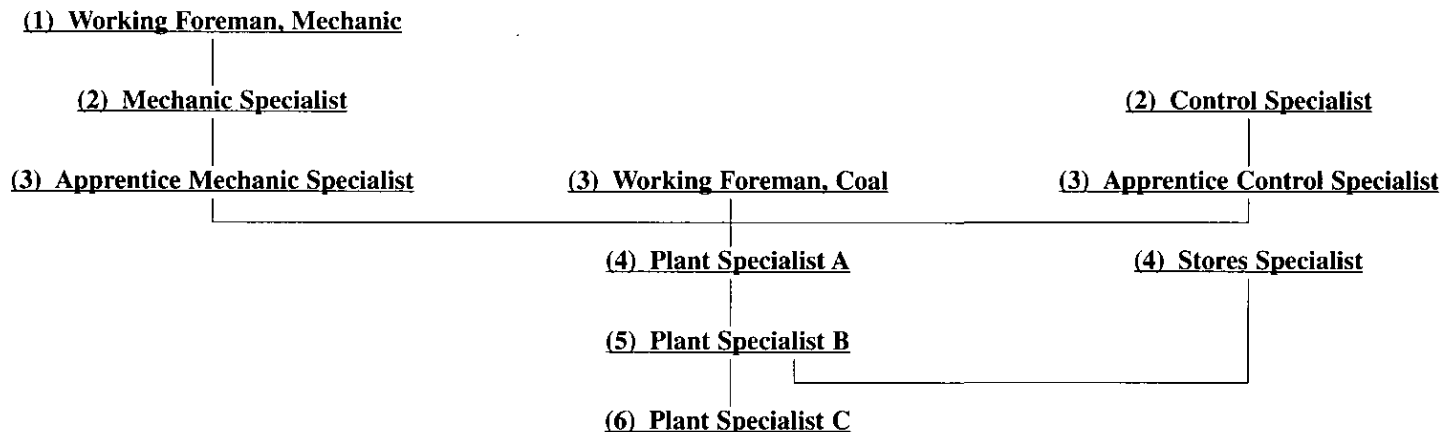
**EXHIBIT A****METRO DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply****(Arapahoe, Cherokee, Steam Heat, Zuni Stations)**

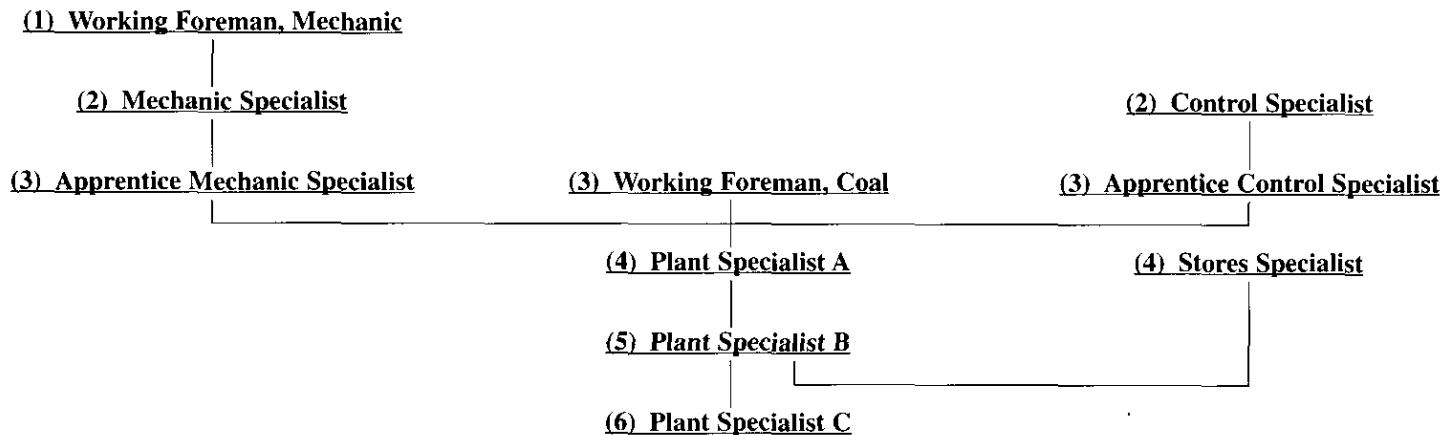
# EXHIBIT A

## PAWNEE DEPARTMENT & DIVISION

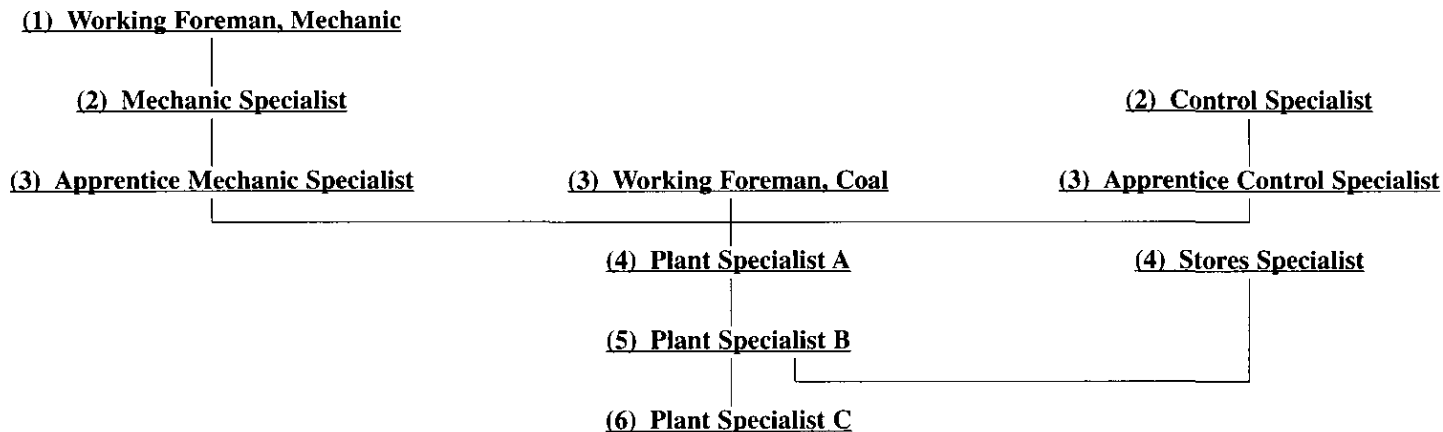
### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

#### Energy Supply



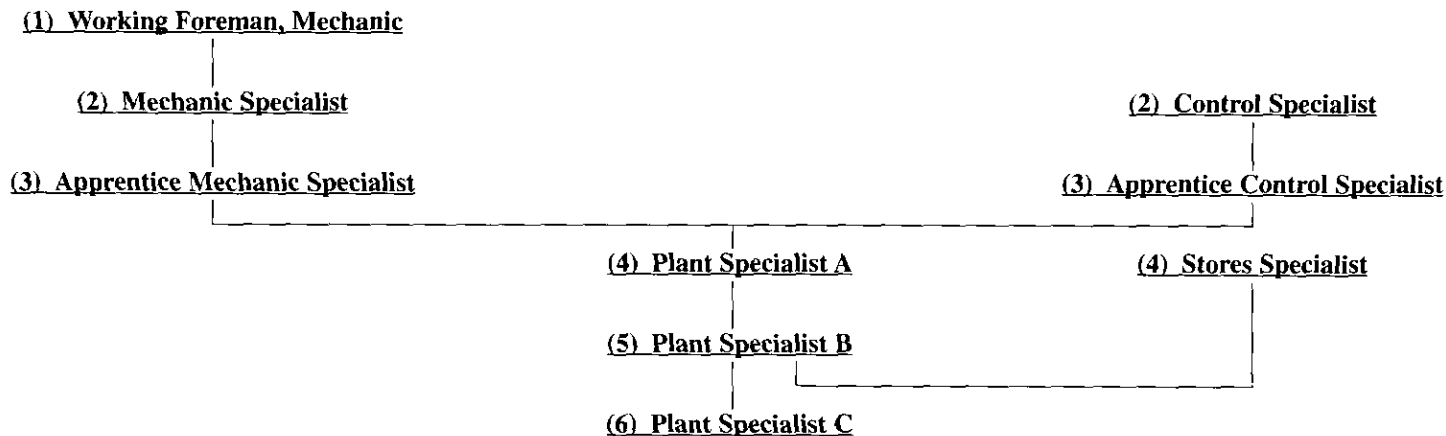
**EXHIBIT A****VALMONT DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8g Valmont Department & Division  
Energy Supply  
June 1, 2003

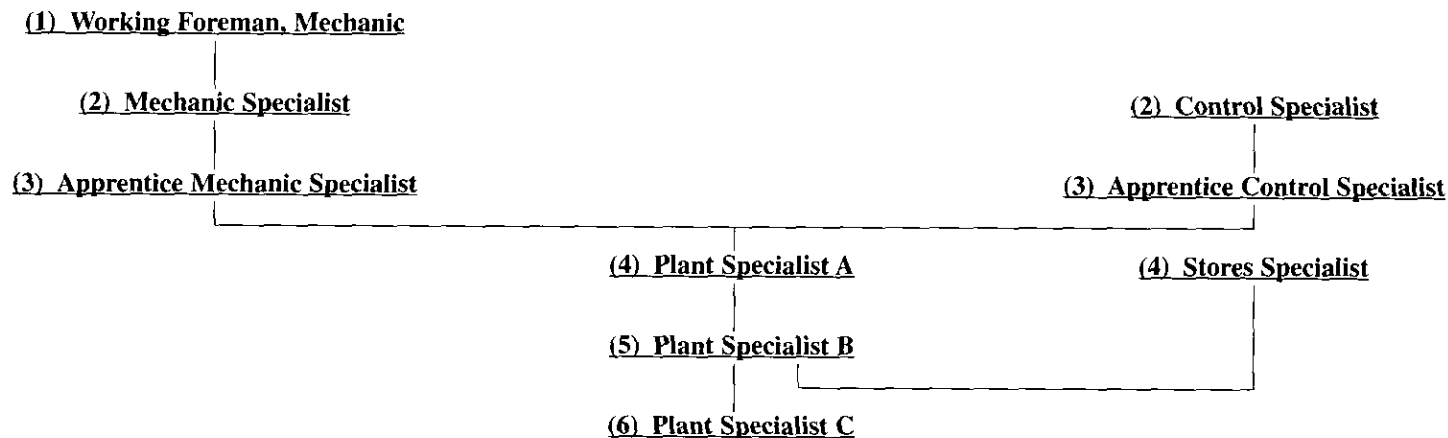
**EXHIBIT A****BOULDER HYDRO DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8h Boulder Hydro Department & Division  
Energy Supply  
June 1, 2003

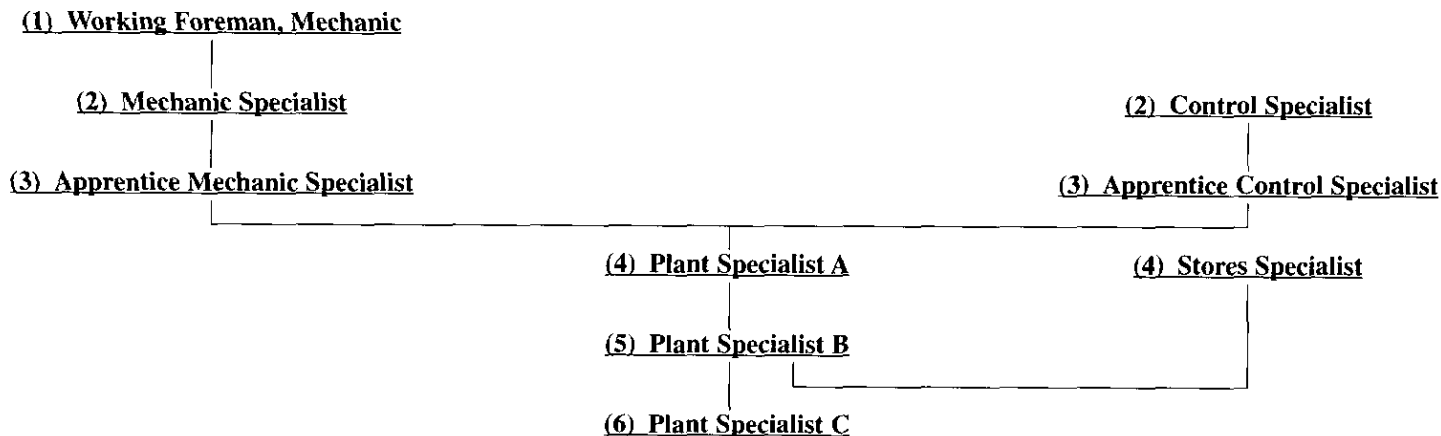


EXHIBIT ACABIN CREEK/GEORGETOWN HYDRO DEPARTMENT & DIVISIONJOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONSEnergy Supply

8i Cabin Creek/Georgetown Hydro Department & Division  
Energy Supply  
June 1, 2003

**EXHIBIT A****SHOSHONE HYDRO DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8j Shoshone Hydro Department & Division  
Energy Supply  
June 1, 2003

**EXHIBIT A****AMES/SALIDA/TACOMA HYDRO DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8k Ames/Salida/Tacoma Hydro Department & Division  
Energy Supply  
June 1, 2003

**EXHIBIT A****BOULDER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department****(1) Working Foreman****(2) \*District  
Service-Fitter**

(Note 1)

**(2) \*Senior  
Service-Fitter****(2) \*Service-Fitter****(4) Apprentice Service-Fitter****(Utility Services Department)**

(Note 3)

**(2) \*Service-  
Fitter-Welder****(2) \*Lead  
Service-Fitter**

(Note 2)

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

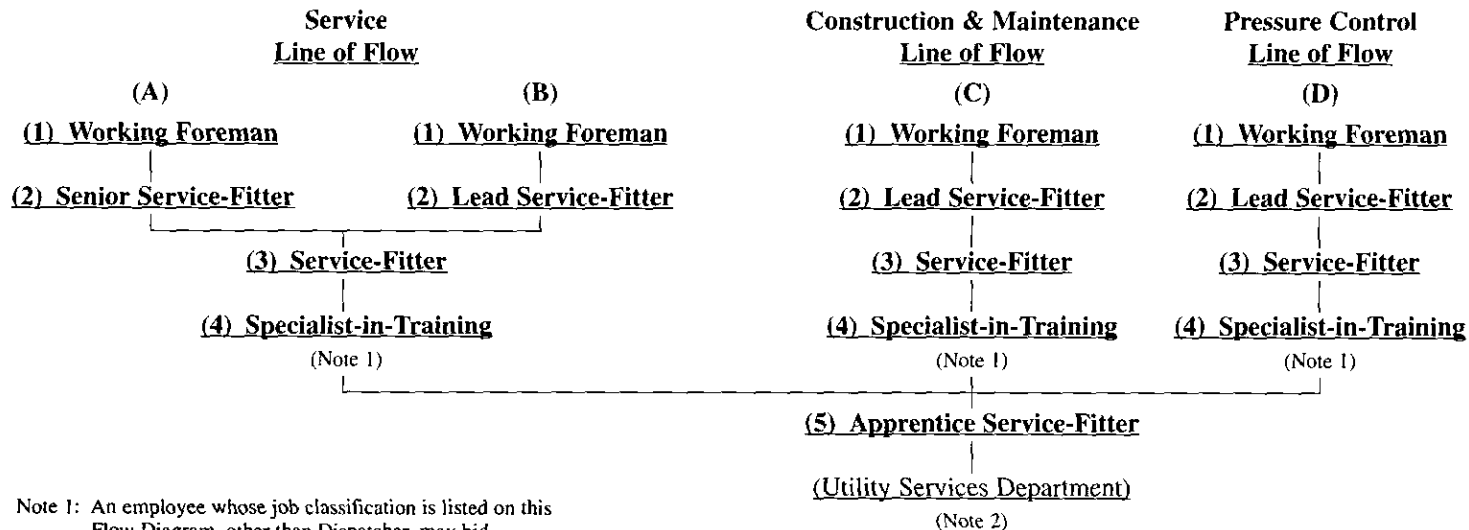
Note 3: Employees entering into this department shall come from the Utility Services Department.

**9a Boulder Division****Gas Department****June 1, 2003**

**EXHIBIT A**  
**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

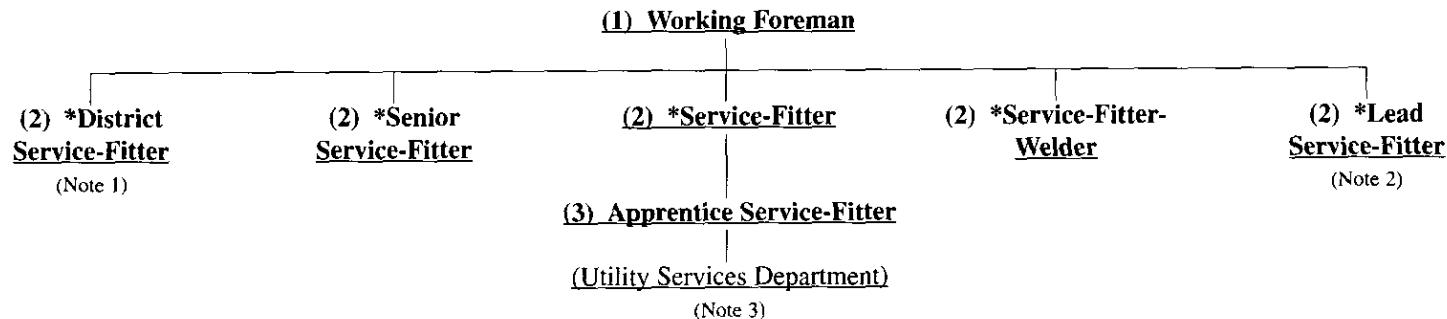
**Gas Department**



Note 1: An employee whose job classification is listed on this Flow Diagram, other than Dispatcher, may bid Specialist-in-Training without regard to the line of flow of this Exhibit A, based on department seniority.

Note 2: Employees entering into this department shall come from Utility Services Department.

**9b Denver Division**  
**Gas Department**  
**June 1, 2003**

**EXHIBIT A****FRONT RANGE DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department**

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Employees entering into this department shall come from Utility Services Department.

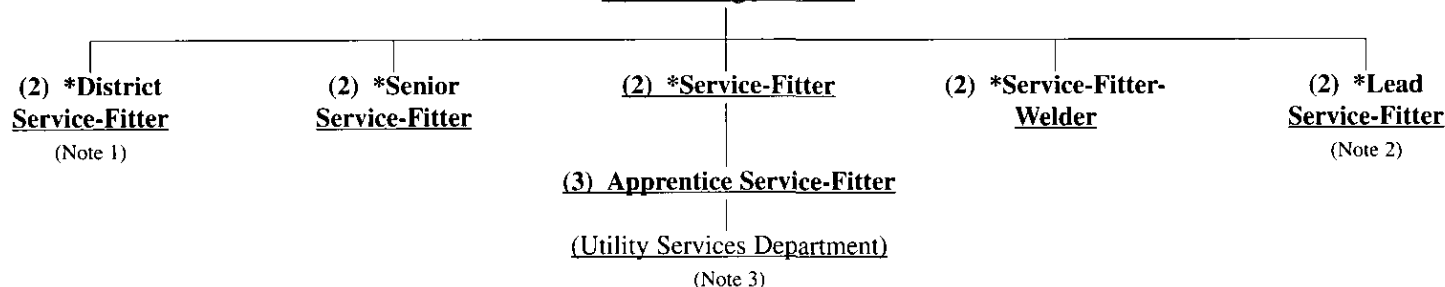
**9c Front Range Division**  
**Gas Department**  
**June 1, 2003**

**EXHIBIT A**  
**HIGH PLAINS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Gas Department**

**(1) Working Foreman**



Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Employees entering into this department shall come from Utility Services Department.

**9d High Plains Division**  
**Gas Department**  
**June 1, 2003**

**EXHIBIT A****MOUNTAIN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department****(1) Working Foreman****(2) \*District  
Service-Fitter**  
(Note 1)**(2) \*Senior  
Service-Fitter****(2) \*Service-Fitter****(2) \*Service-Fitter-  
Welder****(2) \*Lead  
Service-Fitter**  
(Note 2)**(3) Apprentice Service-Fitter****(3) Dispatcher**  
(Note 3)**(Utility Services Department)**  
(Note 4)

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

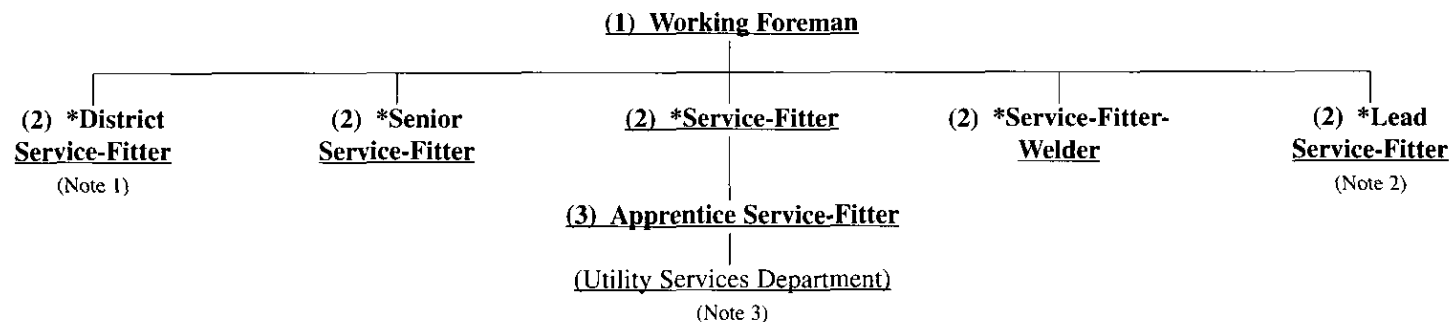
Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Disabled employees may be placed as a Dispatcher in accordance with the Disabled Employee Policy as referenced in Article 11.6 of the Labor Agreement.

Note 4: Employees entering into this department shall come from Utility Services Department.

**9e Mountain Division  
Gas Department  
June 1, 2003**

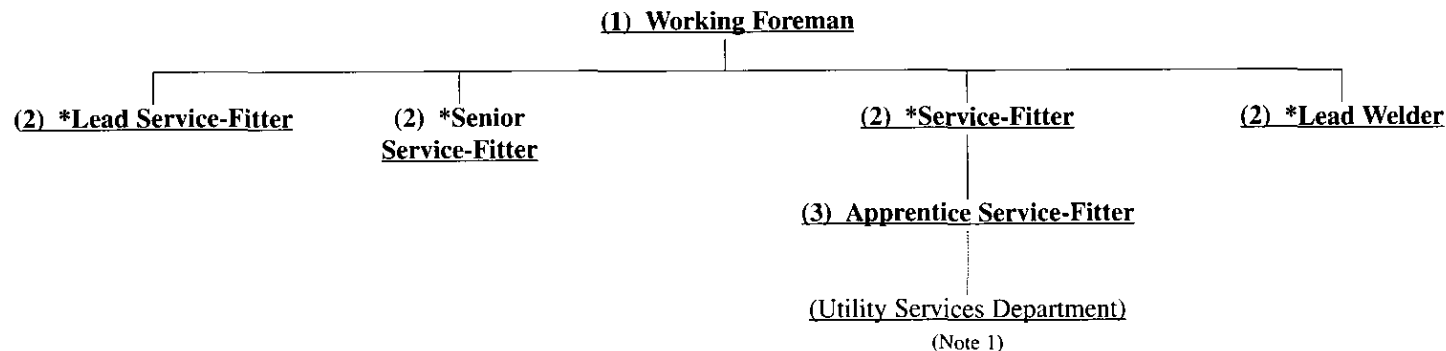


**EXHIBIT A****NORTHERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department**

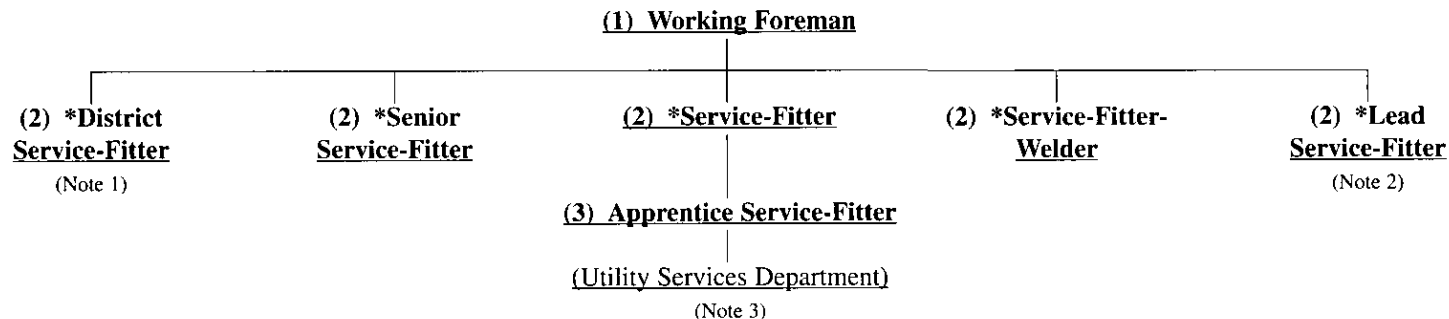
Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Employees entering into this department shall come from the Utility Services Department.

**EXHIBIT A****PUEBLO DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department**

Note 1: Employees entering into this department shall come from Utility Services Department.

**EXHIBIT A****SAN LUIS VALLEY DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department**

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Employees entering into this department shall come from Utility Services Department.

**9h San Luis Valley Division**  
**Gas Department**  
**June 1, 2003**

**EXHIBIT A****WESTERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department****(1) Working Foreman**

**(2) \*District  
Service-Fitter**  
(Note 1)

**(2) \*Senior  
Service-Fitter**

**(2) \*Service-Fitter**

**(2) \*Service-Fitter-  
Welder**

**(2) \*Lead  
Service-Fitter**  
(Note 2)

**(3) Apprentice Service-Fitter**

**(3) Dispatcher**  
(Note 3)

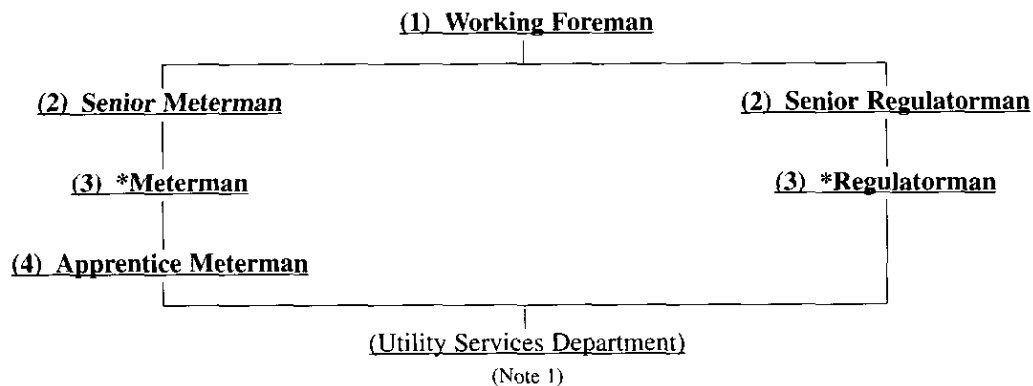
**(Utility Services Department)**  
(Note 4)

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

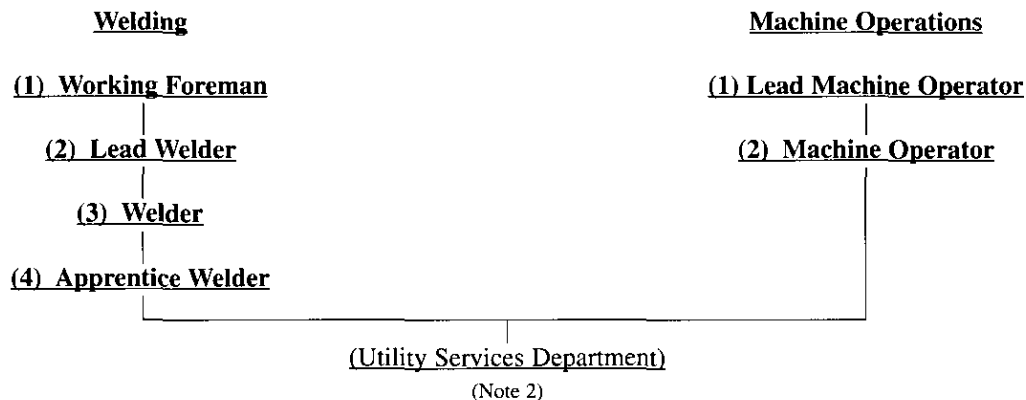
Note 3: Disabled employees may be placed as a Dispatcher in accordance with the Disabled Employee Policy as referenced in Article 11.6 of the Labor Agreement.

Note 4: Employees entering into this department shall come from Utility Services Department.

**EXHIBIT A****DENVER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Meter Shop Department**

Note 1: Employees entering into this department shall come from the Utility Services Department.

**9j Denver Division**  
**Gas Meter Shop Department**  
**June 1, 2003**

**EXHIBIT A****GAS DIVISION - DENVER****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Mechanical Shop**

Note 1: In order to bid to any position within the Company, a Lead Machine Operator or Machine Operator must have been a Lead Machine Operator and/or Machine Operator for at least 2 years.

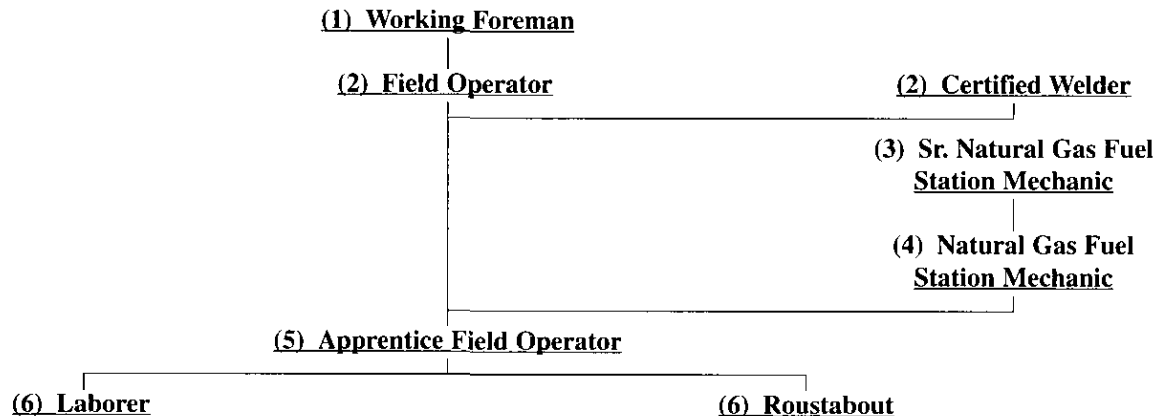
Note 2: Employees entering into this department shall come from Utility Services Department.

**9k Denver Division**  
**Gas Mechanical Shop**  
**June 1, 2003**

**EXHIBIT A**  
**DENVER DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**High Pressure Gas Department**

**Leyden District/Mesa District**



Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.  
 Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

**9L Denver Division**  
**High Pressure Gas Department**  
**June 1, 2003**

**EXHIBIT A**  
**MOUNTAIN DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**High Pressure Gas Department**

**Silverthorne District**

**(1) Working Foreman**

**(2) Field Operator**

**(2) Certified Welder**

**(3) Sr. Natural Gas Fuel  
Station Mechanic**

**(4) Natural Gas Fuel  
Station Mechanic**

**(5) Apprentice Field Operator**

**(6) Laborer**

**(6) Roustabout**

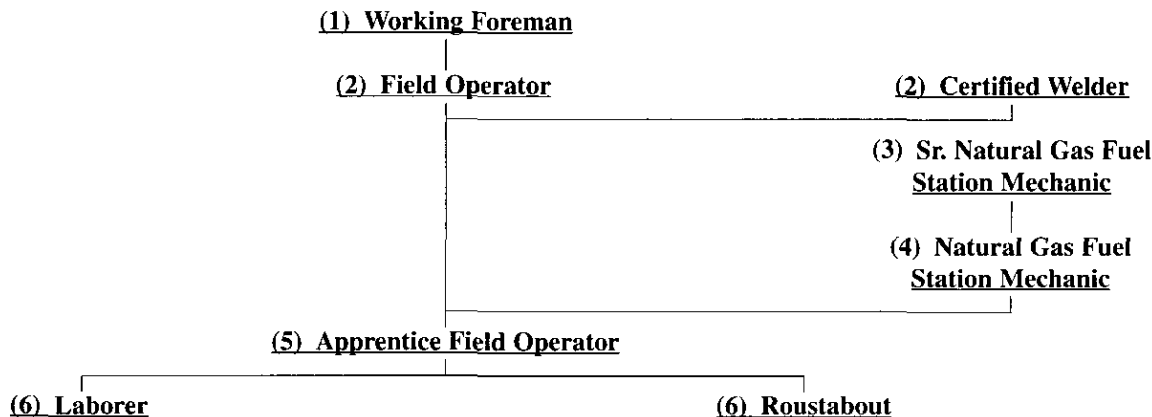
Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.  
 Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

**9m Mountain Division**  
**High Pressure Gas Department**  
**June 1, 2003**



**EXHIBIT A**  
**NORTHERN DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**High Pressure Gas Department**  
**Campion District/Roundup District**



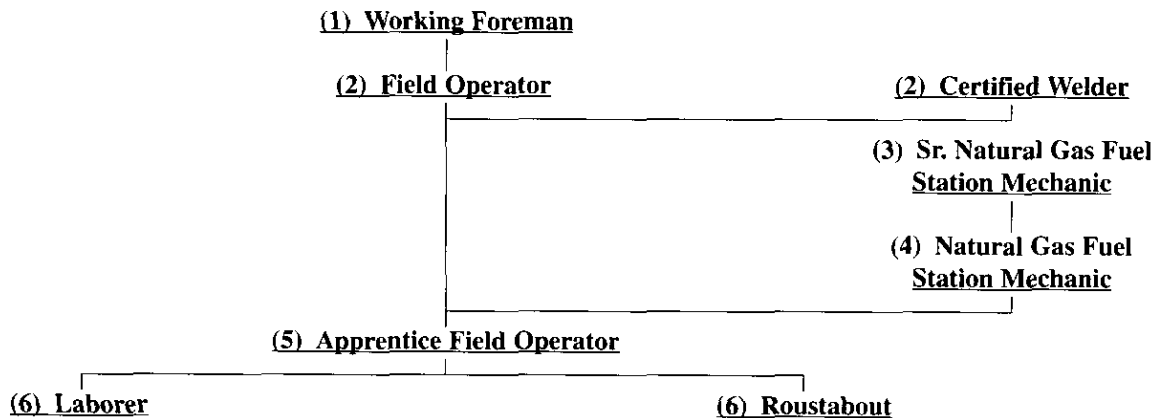
Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.  
 Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

**9n Northern Division**  
**High Pressure Gas Department**  
**June 1, 2003**

**EXHIBIT A**  
**SAN LUIS VALLEY DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**High Pressure Gas Department**

**Del Norte District/Durango District**



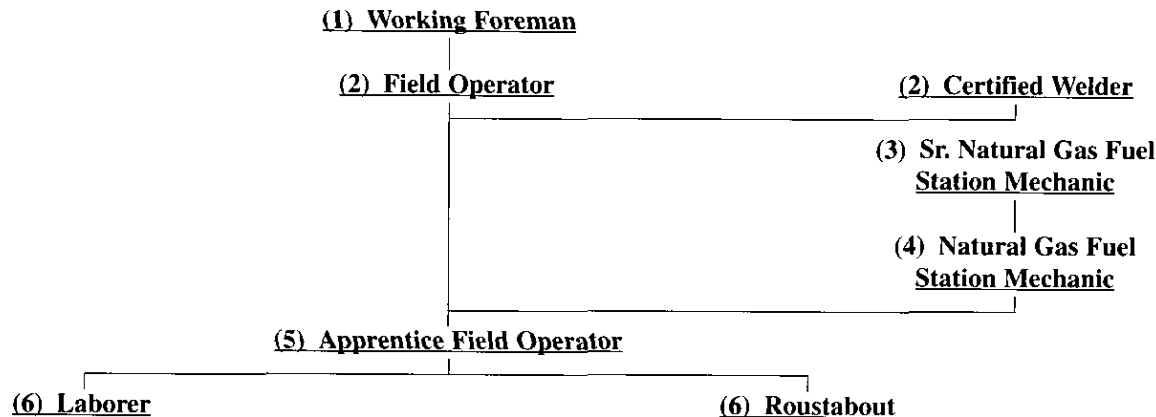
Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.

Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

**90 San Luis Valley Division**  
**High Pressure Gas Department**  
**June 1, 2003**

**EXHIBIT A**  
**WESTERN DIVISION**  
**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**High Pressure Gas Department**  
**Grand Junction District/Rangely District/Rifle District/Meeker District**



Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.  
 Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

9p Western Division  
 High Pressure Gas Department  
 June 1, 2003

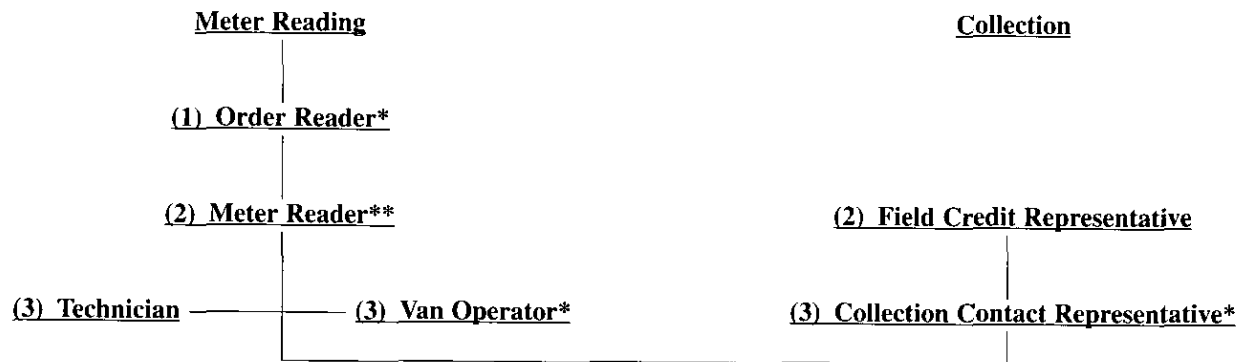
**EXHIBIT A**

**GAS STANDARDS DEPARTMENT AND DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Denver**

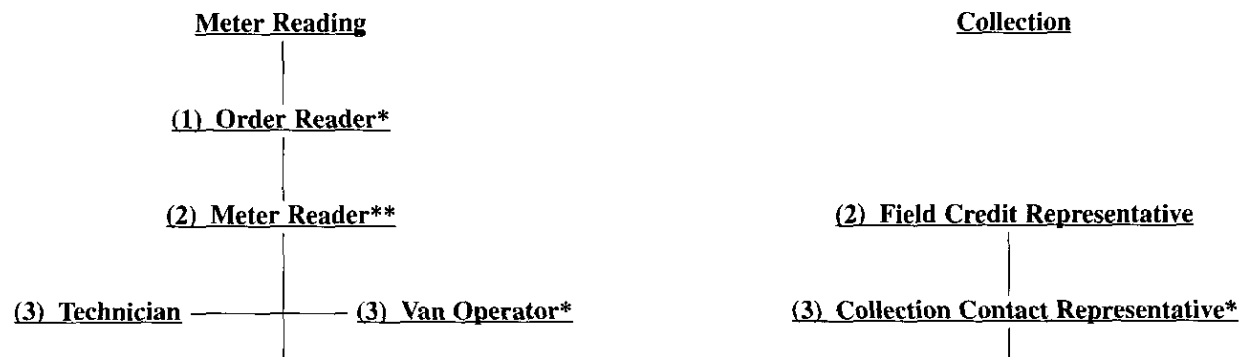
**(1) Gas Standards Technician**

**EXHIBIT A****BOULDER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

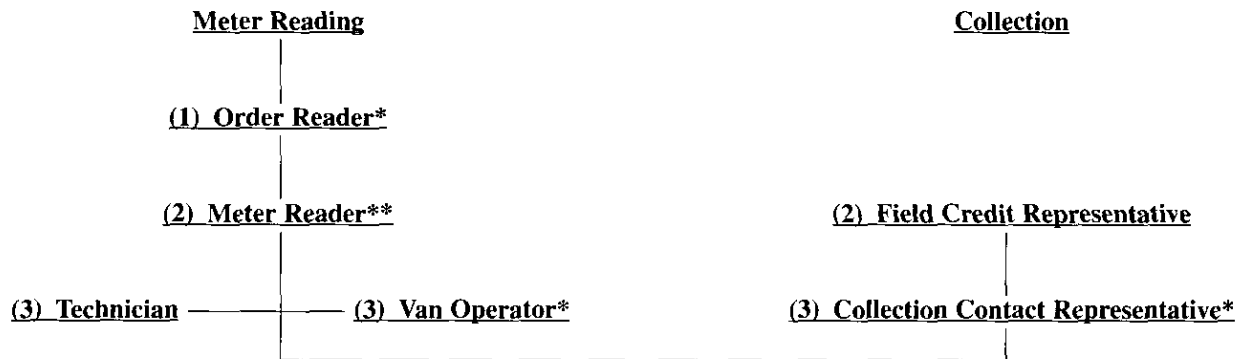
**11a Boulder Division  
Meter Revenue Department  
June 1, 2003**

**EXHIBIT A****DENVER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

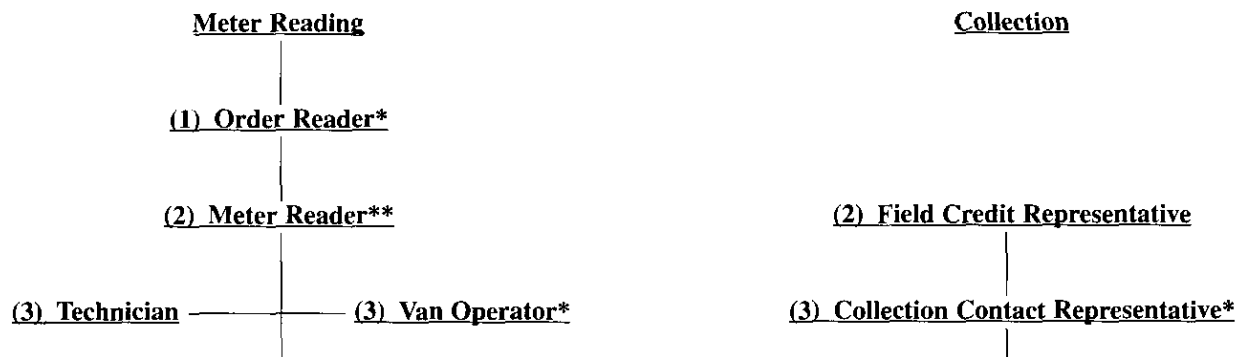
**11b Denver Division  
Meter Revenue Department  
June 1, 2003**

**EXHIBIT A****FRONT RANGE DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

**11c Front Range Division**  
**Meter Revenue Department**  
**June 1, 2003**

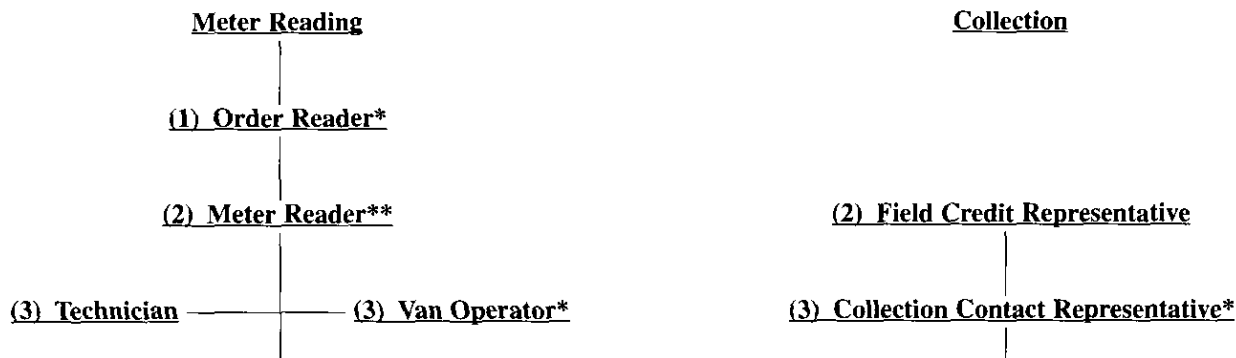
**EXHIBIT A****HIGH PLAINS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

**11d High Plains Division  
Meter Revenue Department  
June 1, 2003**

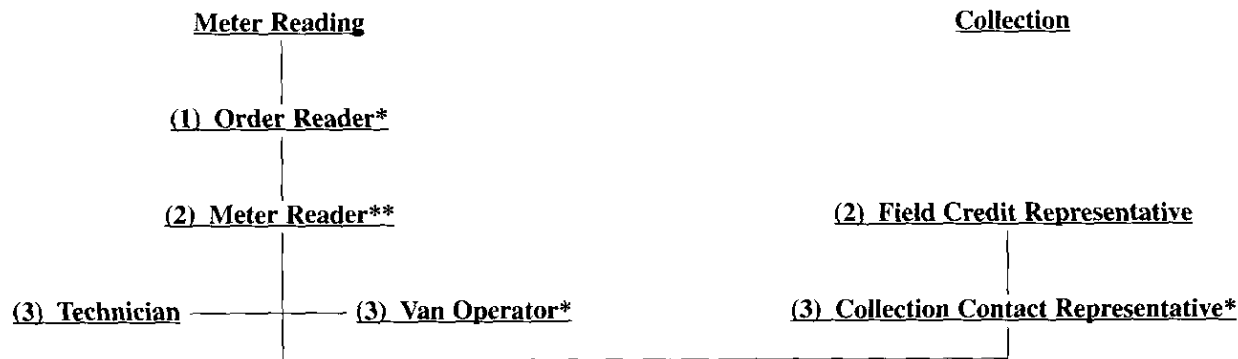


**EXHIBIT A****MOUNTAIN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

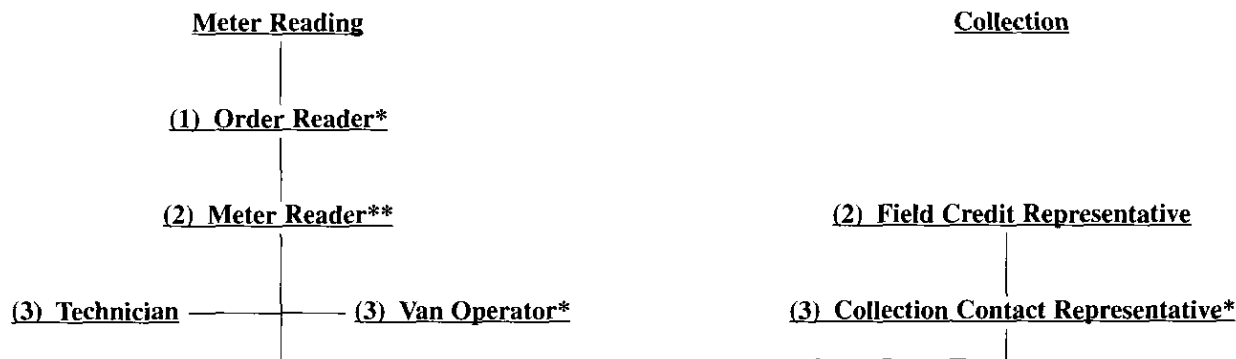
**11e Mountain Division  
Meter Revenue Department  
June 1, 2003**

**EXHIBIT A****NORTHERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

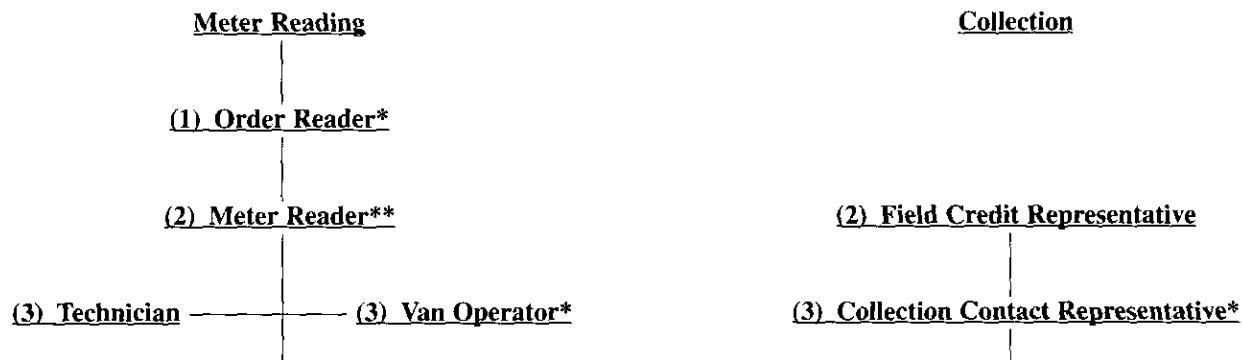
**11f Northern Division  
Meter Revenue Department  
June 1, 2003**

**EXHIBIT A****PUEBLO DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

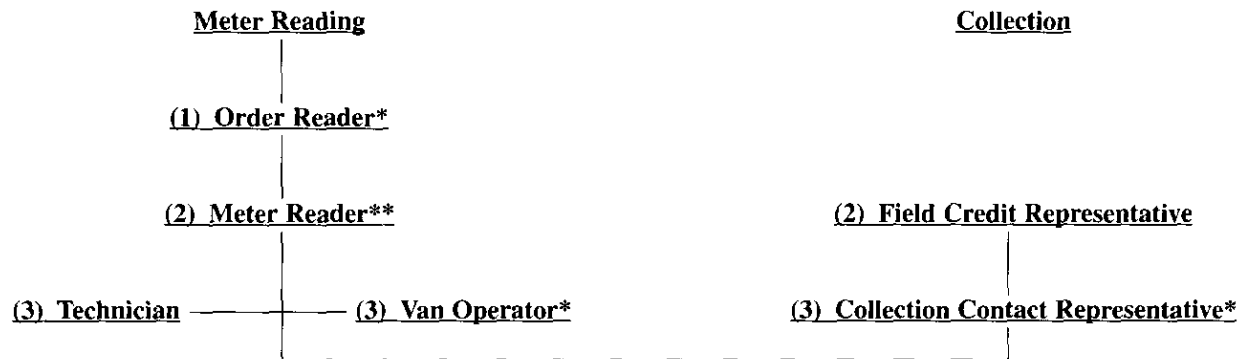
**11g Pueblo Division  
Meter Revenue Department  
June 1, 2003**

**EXHIBIT A****SAN LUIS VALLEY DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

**11h San Luis Valley Division  
Meter Revenue Department  
June 1, 2003**

**EXHIBIT A****WESTERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

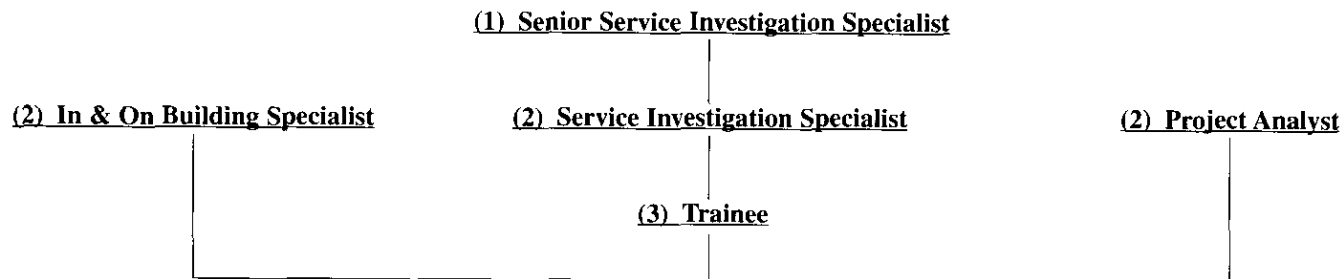
\* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

\*\* Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

**11i Western Division  
Meter Revenue Department  
June 1, 2003**

**EXHIBIT A****METROLOGY DEPARTMENT AND DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Denver****(1) Working Foreman****(2) Senior Metrologist/LMS****(3) Metrologist****(3) Gas & Electric Meter &  
Transformer Shop Specialist (G&E)\***

\* Employees in the Design Department Associate classification will be given first right of transfer into the G&E classification.

**EXHIBIT A****SERVICE INVESTIGATION DEPARTMENT AND DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

## EXHIBIT A

### BOULDER DIVISION

#### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

##### Stores Department

(1) Senior Storekeeper

(2) Storekeeper

(3) Storekeeper Trainee

(4) Deliveryperson

(5) Stores Utility Worker

(6) Mail Bus Driver

14a Boulder Division  
Stores Department  
June 1, 2003



**EXHIBIT A**

**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**

**(2) Storekeeper**

**Sr AS/RS Specialist**

**(3) Storekeeper Trainee**

**(4) Deliveryperson**

**(5) Stores Utility Worker**

**(6) Mail Bus Driver**

**14b Denver Division  
Stores Department  
June 1, 2003**

## EXHIBIT A

### FRONT RANGE DIVISION

#### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

##### Stores Department

(1) Senior Storekeeper



(2) Storekeeper



(3) Storekeeper Trainee



(4) Deliveryperson



(5) Stores Utility Worker



(6) Mail Bus Driver

14c Front Range Division

Stores Department

June 1, 2003

**EXHIBIT A**

**HIGH PLAINS DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**



**(2) Storekeeper**



**(3) Storekeeper Trainee**



**(4) Deliveryperson**



**(5) Stores Utility Worker**



**(6) Mail Bus Driver**

**14d High Plains Division  
Stores Department  
June 1, 2003**

**EXHIBIT A**

**MOUNTAIN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**



**(2) Storekeeper**



**(3) Storekeeper Trainee**



**(4) Deliveryperson**



**(5) Stores Utility Worker**



**(6) Mail Bus Driver**

**14e Mountain Division  
Stores Department  
June 1, 2003**

**EXHIBIT A**

**NORTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**



**(2) Storekeeper**



**(3) Storekeeper Trainee**



**(4) Deliveryperson**



**(5) Stores Utility Worker**



**(6) Mail Bus Driver**

14f Northern Division  
Stores Department  
June 1, 2003

**EXHIBIT A**

**PUEBLO DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**



**(2) Storekeeper**



**(3) Storekeeper Trainee**



**(4) Deliveryperson**



**(5) Stores Utility Worker**



**(6) Mail Bus Driver**

14g Pueblo Division  
Stores Department  
June 1, 2003

**EXHIBIT A**

**SAN LUIS VALLEY DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**

**(2) Storekeeper**

**(3) Storekeeper Trainee**

**(4) Deliveryperson**

**(5) Stores Utility Worker**

**(6) Mail Bus Driver**

**14h San Luis Valley Division  
Stores Department  
June 1, 2003**

**EXHIBIT A**

**WESTERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Stores Department**

**(1) Senior Storekeeper**



**(2) Storekeeper**



**(3) Storekeeper Trainee**



**(4) Deliveryperson**



**(5) Stores Utility Worker**



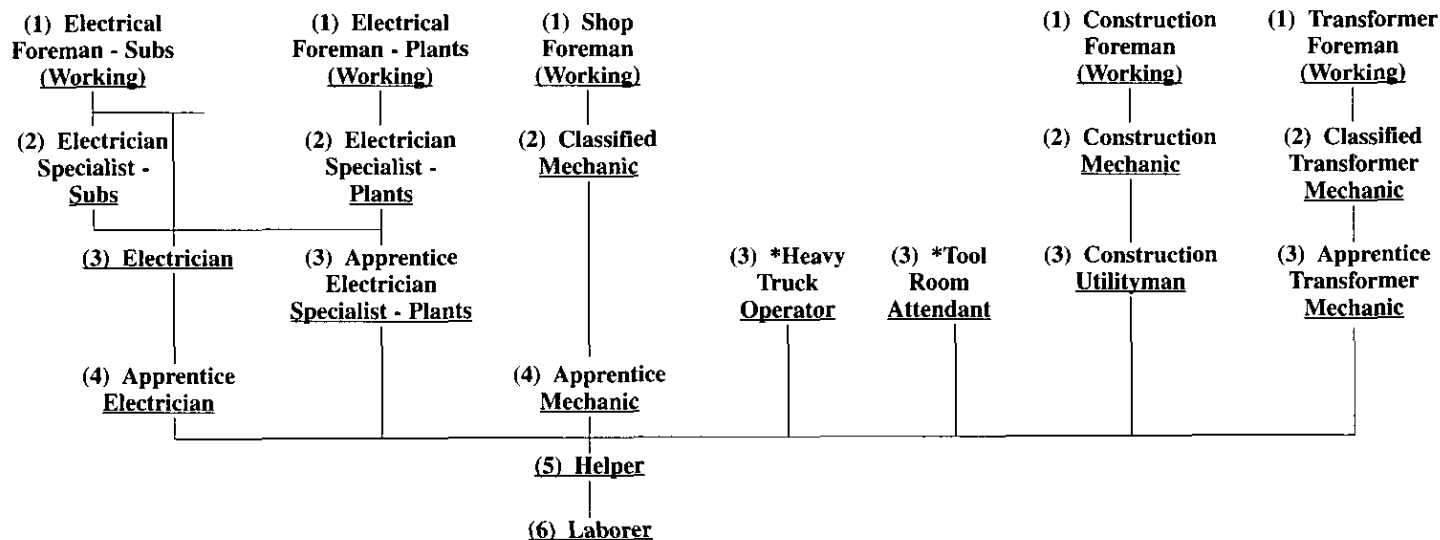
**(6) Mail Bus Driver**

**14i Western Division**

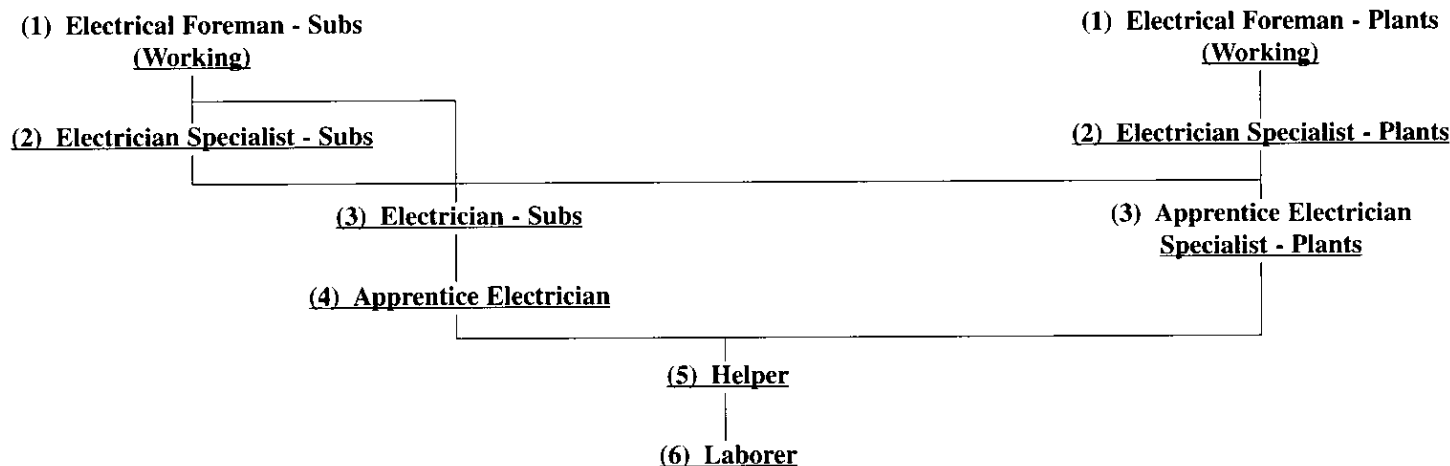
**Stores Department**

**June 1, 2003**

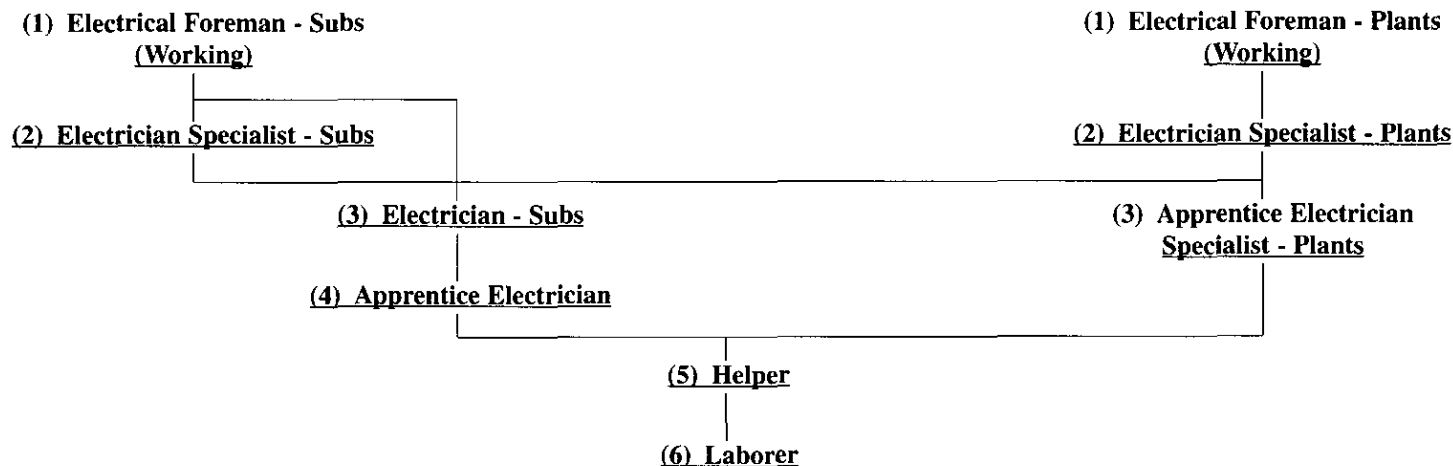


**EXHIBIT A****SYSTEM OPERATIONS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Denver Substation Department**

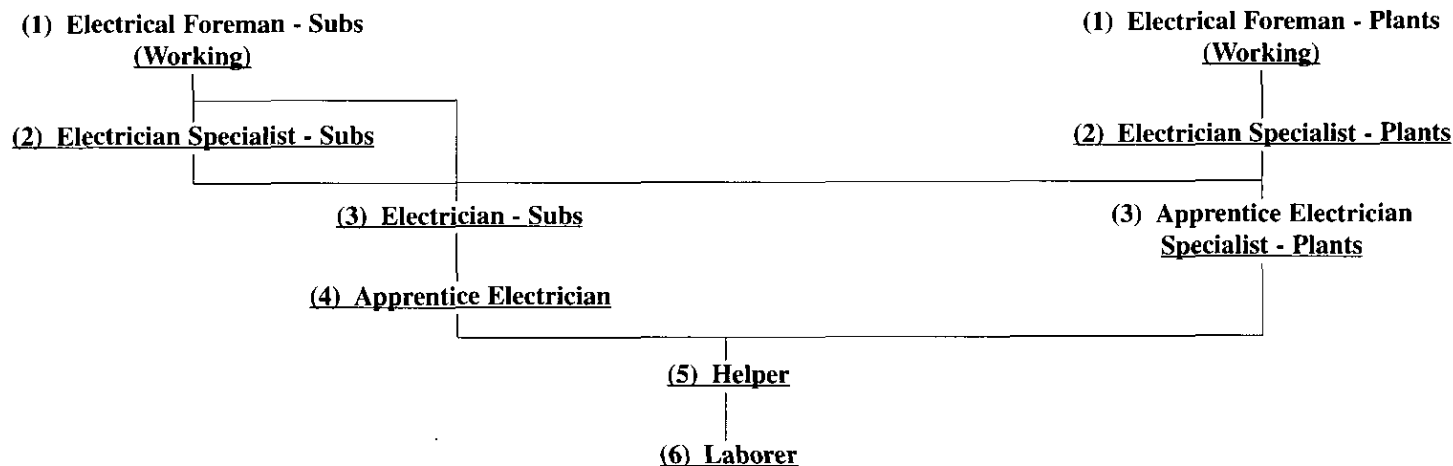
15a System Operations Division  
 Denver Substation Department  
 June 1, 2003

**EXHIBIT A****SYSTEM OPERATIONS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Northeast Substation Department**

15b System Operations Division  
Northeast Substation Department  
June 1, 2003

**EXHIBIT A****SYSTEM OPERATIONS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Southern Substation Department**

15c System Operations Division  
Southern Substation Department  
June 1, 2003

**EXHIBIT A****SYSTEM OPERATIONS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Western Substation Department**

15d System Operations Division  
Western Substation Department  
June 1, 2003

## EXHIBIT A

### SYSTEM OPERATIONS DIVISION

#### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

##### Substation and Line Equipment Test Department

(1) Electrical Equipment Tester



(2) Apprentice Electrical Equipment Tester



(3) Helper

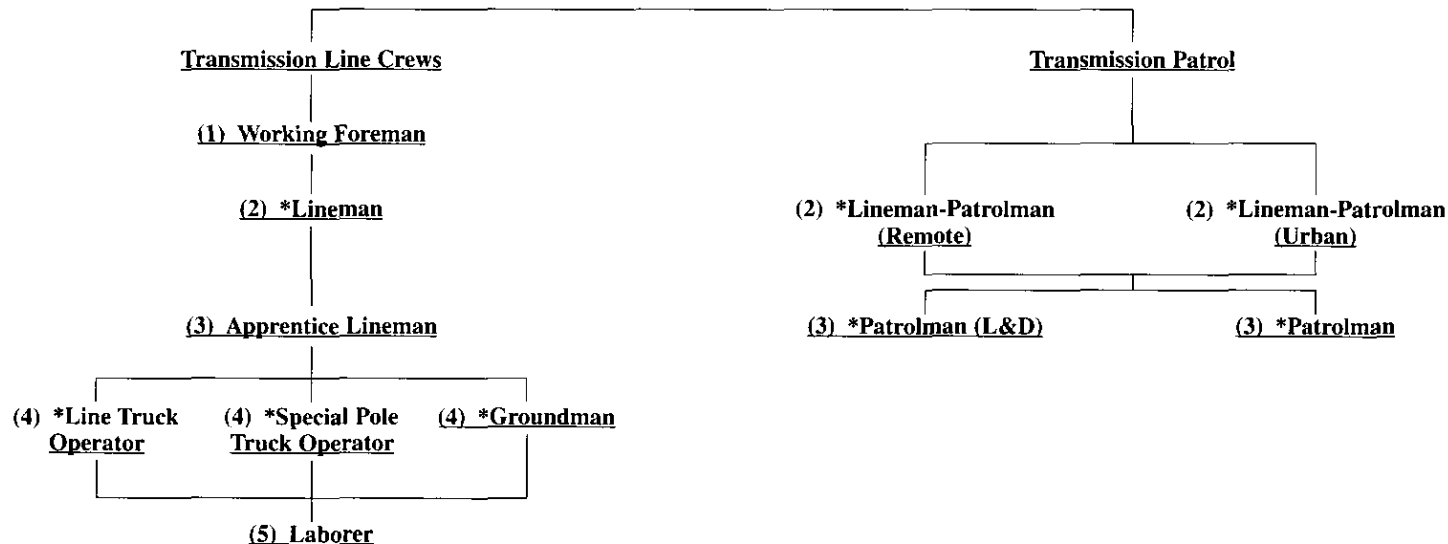
15e System Operations Division  
Substation & Line Equipment Test Department  
June 1, 2003

# EXHIBIT A

## SYSTEM OPERATIONS DIVISION

### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

#### Transmission Line Department



Note: Patrolman L&D or Patrolman must be a Journeyman Lineman to be eligible for Lineman-Patrolman.

15f System Operations Division  
Transmission Line Department  
June 1, 2003

**EXHIBIT A**

**BOULDER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**

**(1) Fleet Mechanic Lead**



**(2) Fleet Mechanic A**



**(3) Fleet Mechanic B**



**(4) Fleet Mechanic C**

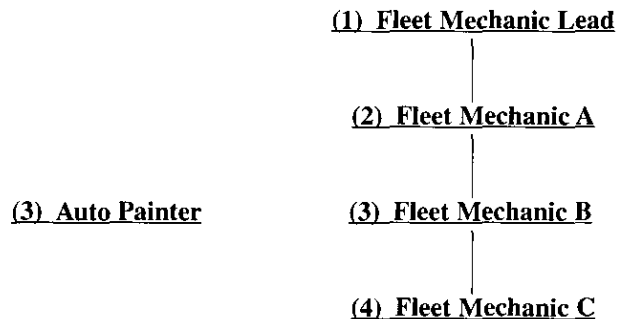
**16a Boulder Division  
Transportation Department  
June 1, 2003**

**EXHIBIT A**

**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**



**16b Denver Division  
Transportation Department  
June 1, 2003**



**EXHIBIT A**

**MOUNTAIN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**

**(1) Fleet Mechanic Lead**



**(2) Fleet Mechanic A**



**(3) Fleet Mechanic B**



**(4) Fleet Mechanic C**

**16c Mountain Division  
Transportation Department  
June 1, 2003**

**EXHIBIT A**

**NORTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**

**(1) Fleet Mechanic Lead**



**(2) Fleet Mechanic A**



**(3) Fleet Mechanic B**



**(4) Fleet Mechanic C**

**16d Northern Division  
Transportation Department  
June 1, 2003**

**EXHIBIT A**

**PUEBLO DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**

**(1) Fleet Mechanic Lead**



**(2) Fleet Mechanic A**



**(3) Fleet Mechanic B**



**(4) Fleet Mechanic C**

16e Pueblo Division  
Transportation Department  
June 1, 2003

## **EXHIBIT A**

### **SAN LUIS VALLEY DIVISION**

#### **JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

##### **Transportation Department**

**(1) Fleet Mechanic Lead**



**(2) Fleet Mechanic A**



**(3) Fleet Mechanic B**



**(4) Fleet Mechanic C**

**EXHIBIT A**

**WESTERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Transportation Department**

**(1) Fleet Mechanic Lead**



**(2) Fleet Mechanic A**



**(3) Fleet Mechanic B**



**(4) Fleet Mechanic C**

16g Western Division  
Transportation Department  
June 1, 2003

**EXHIBIT A**

**DENVER DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Utility Services Department**

**(1) Utilityworker Lead**



**(2) Utilityworker B**



**(3) Utilityworker C**

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**17a Denver Division  
Utility Services Department  
June 1, 2003**

## **EXHIBIT A**

### **MOUNTAIN DIVISION**

#### **JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

##### **Utility Services Department**

**(1) Utilityworker Lead**



**(2) Utilityworker B**



**(3) Utilityworker C**

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**17b Mountain Division  
Utility Services Department  
June 1, 2003**

## EXHIBIT A

### NORTHERN DIVISION

#### JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

##### Utility Services Department

(1) Utilityworker Lead



(2) Utilityworker B



(3) Utilityworker C

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

17c Northern Division  
Utility Services Department  
June 1, 2003



**EXHIBIT A**

**SOUTHERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Utility Services Department**

**(1) Utilityworker Lead**



**(2) Utilityworker B**



**(3) Utilityworker C**

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**17d Southern Division  
Utility Services Department  
June 1, 2003**

**EXHIBIT A**

**WESTERN DIVISION**

**JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

**Utility Services Department**

**(1) Utilityworker Lead**



**(2) Utilityworker B**



**(3) Utilityworker C**

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**17e Western Division  
Utility Services Department  
June 1, 2003**

# EXHIBIT C

## OPERATIONS, ENERGY SUPPLY & MAINTENANCE AGREEMENT

### ENTERING OR HIRING-IN JOBS

(The job classification listed includes all steps in the classification)

<u>Flow Diagram No. &amp; Department</u>		<u>Job Classification</u>
1a	Appliance Service Department & Division	Helper
2a	Construction Department & Division	Laborer
3a	Corrosion Prevention Department - Denver Division	CP Technician
3b	Corrosion Prevention Department - Mountain Division	CP Technician
3c	Corrosion Prevention Department - Northern Division	CP Technician
3d	Corrosion Prevention Department - San Luis Valley Division	CP Technician
3e	Corrosion Prevention Department - Western Division	CP Technician
4a	Design Department - Boulder Division	Associate
4b	Design Department - Denver Division	Associate
4c	Design Department - Front Range Division	Associate
4d	Design Department - High Plains Division	Associate
4e	Design Department - Mountain Division	Associate
4f	Design Department - Northern Division	Associate
4g	Design Department - Pueblo Division	Associate
4h	Design Department - Southern Division	Associate
4i	Design Department - Western Division	Associate
5a	Distrubution Control Center Department	Dispatcher
6a	Electric Distribution Operations Maintenance Specialist Department and Division	Elec Dist Ops Mtce Specialist in Training
7a	Electric Line Department - Boulder Division	Utility Worker
7b	Electric Meter Department - Boulder Division	Utility Worker

<u>Flow Diagram No. &amp; Department</u>	<u>Job Classification</u>
7c Electric Line Department - Denver Division	Utility Worker
7d Electric Meter Department - Denver Division	Utility Worker
7e Electric Line Department - Front Range Division	Utility Worker
7f Electric Meter Department - Front Range Division	Utility Worker
7g Electric Line Department - High Plains Division	Utility Worker
7h Electric Meter Department - High Plains Division	Utility Worker
7i Electric Line Department - Mountain Division	Utility Worker
7j Electric Meter Department - Mountain Division	Utility Worker
7k Electric Line Department - Northern Division	Utility Worker
7L Electric Meter Department - Northern Division	Utility Worker
7m Electric Line Department - San Luis Valley Division	Utility Worker
7n Electric Meter Department - San Luis Valley Division	Utility Worker
7o Electric Line Department - Western Division	Utility Worker
7p Electric Meter Department - Western Division	Utility Worker
8a Energy Supply - Cameo Department & Division	Plant Specialist C
8b Energy Supply - Comanche Department & Division	Plant Specialist C
8c Energy Supply - Fort St. Vrain Department & Division	Plant Specialist C
8d Energy Supply - Hayden Department & Division	Plant Specialist C
8e Energy Supply - Metro Department & Division (Arapahoe, Cherokee, Steam Heat, Zuni Stations)	Plant Specialist C
8f Energy Supply - Pawnee Department & Division	Plant Specialist C
8g Energy Supply - Valmont Department & Division	Plant Specialist C
8h Energy Supply - Boulder Hydro Department & Division	Plant Specialist C
8i Energy Supply - Cabin Creek/Georgetown Department & Division	Plant Specialist C
8j Energy Supply - Shoshone Department & Division	Plant Specialist C

<b><u>Flow Diagram No. &amp; Department</u></b>		<b><u>Job Classification</u></b>
8k	Energy Supply - Ames/Salida/Tacoma Hydro Department & Division	Plant Specialist C
9a	Gas Department - Boulder Division	Utility Worker
9b	Gas Department - Denver Division	Utility Worker
9c	Gas Department - Front Range Division	Utility Worker
9d	Gas Department - High Plains Division	Utility Worker
9e	Gas Department - Mountain Division	Utility Worker
9f	Gas Department - Northern Division	Utility Worker
9g	Gas Department - Pueblo Division	Utility Worker
9h	Gas Department - San Luis Valley Division	Utility Worker
9i	Gas Department - Western Division	Utility Worker
9j	Gas Meter Shop Department - Denver Division	Utility Worker
9k	Gas Mechanical Shop - Denver Division	Utility Worker
9L	High Pressure Gas Department - Denver Division	Laborer/Roustabout
9m	High Pressure Gas Department - Mountain Division	Laborer/Roustabout
9n	High Pressure Gas Department - Northern Division	Laborer/Roustabout
9o	High Pressure Gas Department - San Luis Valley Division	Laborer/Roustabout
9p	High Pressure Gas Department - Western Division	Laborer/Roustabout
10a	Gas Standards Department and Division	Gas Standards Technician
11a	Meter Revenue Department - Boulder Division	Van Operator
11b	Meter Revenue Department - Denver Division	Van Operator
11c	Meter Revenue Department - Front Range Division	Van Operator
11d	Meter Revenue Department - High Plains Division	Van Operator
11e	Meter Revenue Department - Mountain Division	Van Operator
11f	Meter Revenue Department - Northern Division	Van Operator

**Flow Diagram No. & Department****Job Classification**

11g	Meter Revenue Department - San Luis Valley Division	Van Operator
11h	Meter Revenue Department - Western Division	Van Operator
12a	Metrology Department and Division	G&E Meter and Transformer Shop Specialist or Metrologist
13a	Service Investigation Department and Division	Trainee
14a	Stores Department - Boulder Division	Stores Utility Worker
14b	Stores Department - Denver Division	Stores Utility Worker
14c	Stores Department - Front Range Division	Stores Utility Worker
14d	Stores Department - High Plains Division	Stores Utility Worker
14e	Stores Department - Mountain Division	Stores Utility Worker
14f	Stores Department - Northern Division	Stores Utility Worker
14g	Stores Department - Pueblo Division	Stores Utility Worker
14h	Stores Department - San Luis Valley Division	Stores Utility Worker
14i	Stores Department - Western Division	Stores Utility Worker
15a	System Operations Division - Denver Substation Department	Helper
15b	System Operations Division - Northeast Substation Department	Helper
15c	System Operations Division - Southern Substation Department	Helper
15d	System Operations Division - Western Substation Department	Helper
15e	System Operations Div - Substation & Line Equipment Test Department	Helper
15f	System Operations Division - Transmission Line Department	Groundman
16a	Transportation Department - Boulder Division	Fleet Mechanic C
16b	Transportation Department - Denver Division	Fleet Mechanic C
16c	Transportation Department - Mountain Division	Fleet Mechanic C

<b><u>Flow Diagram No. &amp; Department</u></b>		<b><u>Job Classification</u></b>
16d	Transportation Department - Northern Division	Fleet Mechanic C
16e	Transportation Department - Pueblo Division	Fleet Mechanic C
16f	Transportation Department - San Luis Valley Division	Fleet Mechanic C
16g	Transportation Department - Western Division	Fleet Mechanic C
17a	Utility Services Department - Denver Division	Utility Worker C
17b	Utility Services Department - Mountain Division	Utility Worker C
17c	Utility Services Department - Northern Division	Utility Worker C
17d	Utility Services Department - Southern Division	Utility Worker C
17e	Utility Services Department - Western Division	Utility Worker C

# Exhibit D

## Order for Honoring Transfer Requests

### Under Article 17, "Transfer", Section 5, Rules First, Second & Third

<b>Organization</b>	<b><u>DIVISION</u></b>	<b><u>OPERATING DISTRICT</u></b>	<b><u>COMPANY-WIDE</u></b>
	<b>FIRST**</b>	<b>SECOND**</b>	<b>THIRD**</b>
	<b>Flow Diagram Nos.</b>	<b>Flow Diagram Nos.</b>	<b>Flow Diagram Nos.</b>
	<b>(All Equal)*</b>	<b>(All Equal)*</b>	<b>(All Equal)*</b>
<b>1a</b> Appliance Service Department & Division	7a, 7b, 7c, 7d, 7e, 7f, 7g, 7h, 7i, 7j, 7k, 7L, 7m, 7n, 7o, 7p, 9a, 9b, 9c, 9d, 9e, 9f, 9g, 9h, 9i, 9j, 9k	17a, 17b, 17c, 17d, 17e	All Other Company Departments
<b>2a</b> Construction Department & Division	...	8e, 9b, 16f, 16a, 16e, 7c, 7d, 9j, 9k, 16b, 14b, 9L, 17a	All Other Company Departments
<b>3a</b> Corrosion Prevention Dept - Denver Div	9b, 17a, 4b	...	All Other Company Departments
<b>3b</b> Corrosion Prevention Dept - Mountain Div	9e, 17b, 4e	...	All Other Company Departments
<b>3c</b> Corrosion Prevention Dept - Northern Div	9f, 17c, 4f	...	All Other Company Departments
<b>3d</b> Corrosion Prevention Dept - San Luis Vly Div	9h, 17d, 4h	...	All Other Company Departments
<b>3e</b> Corrosion Prevention Dept - Western Div	9i, 17e, 4i	...	All Other Company Departments
<b>4a</b> Design Dept - Boulder Division	7a, 9a, 17a	...	All Other Company Departments



<b>Organization</b>	<b><u>DIVISION</u></b>	<b><u>OPERATING DISTRICT</u></b>	<b><u>COMPANY-WIDE</u></b>
	<b>FIRST**</b> <b>Flow Diagram Nos.</b> <b>(All Equal)*</b>	<b>SECOND**</b> <b>Flow Diagram Nos.</b> <b>(All Equal)*</b>	<b>THIRD**</b> <b>Flow Diagram Nos.</b> <b>(All Equal)*</b>
<b>4b</b> Design Dept - Denver Division	7c, 9b, 17a	...	All Other Company Departments
<b>4c</b> Design Dept - Front Range Division	7e, 9c, 17a	...	All Other Company Departments
<b>4d</b> Design Dept - High Plains Division	7g, 9d, 17c	...	All Other Company Departments
<b>4e</b> Design Dept - Mountain Division	7i, 9e, 17b	...	All Other Company Departments
<b>4f</b> Design Dept - Northern Division	7k, 9f, 17c	...	All Other Company Departments
<b>4g</b> Design Dept - Pueblo Division	7m, 9g, 17d	...	All Other Company Departments
<b>4h</b> Design Dept - Southern Division	7m, 9h, 17d	...	All Other Company Departments
<b>4i</b> Design Dept - Western Division	7o, 9i, 17e	...	All Other Company Departments
<b>5a</b> Distribution Control Center Dept	All Other Electric, Gas, System Op Div	...	All Other Company Departments
<b>6a</b> Electric Dist Operations Maintenance Specialist Dept & Div	7c, 15a, 15e, 15f,	7a, 7e, 7g, 7i, 7k, 7m, 4o 15b, 15c, 15d	All Other Company Departments
<b>7a</b> Electric Line Dept - Boulder Division	7b, 9a, 14a, 16a, 17a	8g, 15b	All Other Company Departments

Organization	OPERATING DISTRICT GEOGRAPHIC AREA		COMPANY-WIDE THIRD** Flow Diagram Nos. (All Equal)*
	DIVISION FIRST** Flow Diagram Nos. (All Equal)*	SECOND** Flow Diagram Nos. (All Equal)*	
<b>7b</b> Electric Meter Dept - Boulder Division	7a, 9a, 14a, 16a, 17a	8g, 15b	All Other Company Departments
<b>7c</b> Electric Line Dept - Denver Division	1a, 7d, 15a, 15b, 15c, 15d, 15e, 17a	8e, 9b, 15f, 2a, 9j, 9k, 16b, 14b 7e, 7f, 9c, 14c, 9L	All Other Company Departments
<b>7d</b> Electric Meter Dept - Denver Division	1a, 7c, 15a, 15b, 15c, 15d, 15e, 17a	8e, 9b, 16c, 2a, 9j, 9k, 17b 14b, 9L	All Other Company Departments
<b>7e</b> Electric Line Dept - Front Range Division	7f, 9c, 14c, 17a	...	All Other Company Departments
<b>7f</b> Electric Meter Dept - Front Range Division	7c, 9c, 14c, 17a	...	All Other Company Departments
<b>7g</b> Electric Line Dept - High Plains Division	7h, 9d, 14d, 17c	...	All Other Company Departments
<b>7h</b> Electric Meter Dept - High Plains Division	7g, 9d, 14d, 17c	...	All Other Company Departments
<b>7i</b> Electric Line Dept - Mountain Division	7j, 9e, 14e, 16c, 17b	16c	All Other Company Departments
<b>7j</b> Electric Meter Dept - Mountain Division	7i, 9e, 14e, 16c, 17b	16c	All Other Company Departments
<b>7k</b> Electric Line Dept - Northern Division	7L, 9f, 14f, 16d, 17c	9n	All Other Company Departments

<b>Organization</b>	<b><u>DIVISION</u></b>	<b><u>OPERATING DISTRICT</u></b>	<b><u>COMPANY-WIDE</u></b>
	<b>FIRST**</b>	<b>SECOND**</b>	<b>THIRD**</b>
	<b>Flow Diagram Nos.</b>	<b>Flow Diagram Nos.</b>	<b>Flow Diagram Nos.</b>
	<b>(All Equal)*</b>	<b>(All Equal)*</b>	<b>(All Equal)*</b>
<b>7L</b>			
Electric Meter Dept - Northern Division	7k, 9f, 14f, 16d, 17c	9n	All Other Company Departments
<b>7m</b>			
Electric Line Dept - San Luis Valley Div	7n, 9h, 14h, 16f, 17d	...	All Other Company Departments
<b>7n</b>			
Electric Meter Dept - San Luis Valley Div	7m, 9h, 14h, 16f, 17d	...	All Other Company Departments
<b>7o</b>			
Electric Line Dept - Western Division	7p, 9i, 14i, 16g, 17e	15d, 8a	All Other Company Departments
<b>7p</b>			
Electric Meter Dept - Western Division	7o, 9i, 14i, 16g, 11e	15d, 8a	All Other Company Departments
<b>8a</b>			
Energy Supply - Cameo Dept & Division	...	7o, 7p, 9i, 14i, 16g, 17e, 15d	All Other Company Departments
<b>8b</b>			
Energy Supply - Comanche Dept & Division	...	9g, 16e, 14g, 9o, 17d	All Other Company Departments
<b>8c</b>			
Energy Supply - Fort St Vrain Dept & Div	...	...	All Other Company Departments
<b>8d</b>			
Energy Supply - Hayden Dept & Division	...	...	All Other Company Departments
<b>8e</b>			
Energy Supply - Metro Dept & Division	...	9b, 15f, 15a, 15e, 7c, 7d, 1a, 2a 9j, 9k, 16b, 14b, 9L, 17a	All Other Company Departments
<b>8f</b>			
Energy Supply - Pawnee Dept & Division	...	9g, 7h, 9d, 14d, 9n, 17c	All Other Company Departments

Organization	OPERATING DISTRICT GEOGRAPHIC AREA		COMPANY-WIDE
	DIVISION FIRST** Flow Diagram Nos. (All Equal)*	SECOND** Flow Diagram Nos. (All Equal)*	
8g Energy Supply - Valmont Dept & Division	...	15b, 7a, 7b, 9a, 16a, 14a, 9n, 17a	All Other Company Departments
8h Energy Supply - Boulder Hydro Dept & Div	8i, 8j, 8k	...	All Other Company Departments
8i Energy Supply - Cabin Creek/Georgetown Hydro Dept & Division	8h, 8j, 8k	...	All Other Company Departments
8j Energy Supply - Shoshone Hydro Dept & Div	8h, 8i, 8k	...	All Other Company Departments
8k Energy Supply - Ames/Salida/Tacoma Hydro Dept & Division	8h, 8i, 8j	...	All Other Company Departments
9a Gas Department - Boulder Division	7a, 7b, 14a, 16a, 17a	8g, 15b	All Other Company Departments
9b Gas Department - Denver Division	9j, 9k, 16b, 9L, 17a	8e, 15f, 15a, 15e, 7e, 7d, 1a, 2a, 14b	All Other Company Departments
9c Gas Department - Front Range Division	7e, 7f, 14c, 17a	...	All Other Company Departments
9d Gas Department - High Plains Division	7g, 7h, 14d, 17c	...	All Other Company Departments
9e Gas Department - Mountain Division	7i, 7j, 14e, 16c, 17b	15c	All Other Company Departments
9f Gas Department - Northern Division	7k, 7L, 14f, 16d, 17c	9n	All Other Company Departments

<b>Organization</b>	<b><u>DIVISION</u></b>	<b><u>OPERATING DISTRICT</u></b>	<b><u>COMPANY-WIDE</u></b>
	<b>FIRST**</b> Flow Diagram Nos. (All Equal)*	<b>SECOND**</b> Flow Diagram Nos. (All Equal)*	<b>THIRD**</b> Flow Diagram Nos. (All Equal)*
<b>9g</b> Gas Department - Pueblo Division	17d	.....	All Other Company Departments
<b>9h</b> Gas Department - San Luis Valley Div	7m, 7n, 14h, 16c, 17d	.....	All Other Company Departments
<b>9i</b> Gas Department - Western Division	7o, 7p, 14L, 16g, 17e	15d, 8a	All Other Company Departments
<b>9j</b> Gas Meter Shop Dept - Denver Division	9b, 9k, 1b, 17a	8e, 15f, 15a, 15e, 7c, 7d, 1a, 2a 14b, 9L	All Other Company Departments
<b>9k</b> Gas Mechanical Shop Dept - Denver Div	9b, 9j, 16b, 17a	8e, 15f, 15a, 15c, 7c, 7d, 1a, 2a 16b, 14b, 9L	All Other Company Departments
<b>9L</b> High Pressure Gas Dept - Denver Div	.....	9n, 9o, 9m, 9p	All Other Company Departments
<b>9m</b> High Pressure Gas Dept - Mountain Div	.....	9L, 9n, 9o, 9p	All Other Company Departments
<b>9n</b> High Pressure Gas Dept - Northern Div	.....	9L, 9o, 9m, 9p	All Other Company Departments
<b>9o</b> High Pressure Gas Dept - San Luis Vly Div	.....	9L, 9n, 9m, 9p	All Other Company Departments
<b>9p</b> High Pressure Gas Dept - Western Div	.....	9L, 9m, 9o, 9m	All Other Company Departments
<b>10a</b> Gas Standards Department & Division	4b, 9b, 17a	.....	All Other Company Departments

Organization	OPERATING DISTRICT GEOGRAPHIC AREA		COMPANY-WIDE
	<u>DIVISION</u> FIRST** Flow Diagram Nos. (All Equal)*	SECOND** Flow Diagram Nos. (All Equal)*	
<b>11a</b> Meter Revenue Dept - Boulder Division	...	...	All Other Company Departments
<b>11b</b> Meter Revenue Dept - Denver Division	...	...	All Other Company Departments
<b>11c</b> Meter Revenue Dept - Front Range Division	...	...	All Other Company Departments
<b>11d</b> Meter Revenue Dept - High Plains Division	...	...	All Other Company Departments
<b>11e</b> Meter Revenue Dept - Mountain Division	...	...	All Other Company Departments
<b>11f</b> Meter Revenue Dept - Northern Division	...	...	All Other Company Departments
<b>11g</b> Meter Revenue Dept - Pueblo Division	...	...	All Other Company Departments
<b>11h</b> Meter Revenue Dept - San Luis Valley Div	...	...	All Other Company Departments
<b>11i</b> Meter Revenue Dept - Western Division	...	...	All Other Company Departments
<b>12a</b> Metrology Department and Division	7d, 1a, 4b, 9j, 9k, 13a	All Geographic Electric Meter, Electric Line and Design Divisions	All Other Company Departments
<b>13a</b> Service Investigation Department & Division	7c, 4b, 7d	...	All Other Company Departments

<b>Organization</b>	<b><u>DIVISION</u></b>	<b><u>OPERATING DISTRICT</u></b>	<b><u>COMPANY-WIDE</u></b>
	<b>FIRST**</b> Flow Diagram Nos. (All Equal)*	<b>SECOND**</b> Flow Diagram Nos. (All Equal)*	<b>THIRD**</b> Flow Diagram Nos. (All Equal)*
<b>14a</b>			
Stores Department - Boulder Division	7a, 7b, 9a, 16a	8g, 15b, 17a	All Other Company Departments
<b>14b</b>			
Stores Department - Denver Division	...	8e, 9b, 15f, 15a, 15c, 7c, 7d, 1a, 2a 9j, 9k, 16b, 9L, 17a	All Other Company Departments
<b>14c</b>			
Stores Department - Front Range Division	7e, 7f, 9c	...	All Other Company Departments
<b>14d</b>			
Stores Department - High Plains Division	7g, 7h, 9d	...	All Other Company Departments
<b>14e</b>			
Stores Department - Mountain Division	7i, 7j, 9e, 16c	15c	All Other Company Departments
<b>14f</b>			
Stores Department - Northern Division	7k, 7L, 9f, 16d	9n, 17c	All Other Company Departments
<b>14g</b>			
Stores Department - Pueblo Division	...	...	All Other Company Departments
<b>14h</b>			
Stores Department - San Luis Valley Div	7m, 7n, 12h, 16f	...	All Other Company Departments
<b>14i</b>			
Stores Department - Western Division	7o, 7p, 9i, 16g	17d, 8a	All Other Company Departments
<b>15a</b>			
System Oper Div - Denver Substn Dept	1a, 7c, 7d, 15b, 15c, 15d, 15e	8e, 9b, 15f, 2a, 6i, 6k, 16b, 14b 7e, 7f, 9c, 9a, 14c, 9L	All Other Company Departments

Organization	DIVISION	OPERATING DISTRICT	COMPANY-WIDE
	FIRST** Flow Diagram Nos. (All Equal)*	GEOGRAPHIC AREA SECOND** Flow Diagram Nos. (All Equal)*	THIRD** Flow Diagram Nos. (All Equal)*
<b>15b</b> System Oper Div - Northeast Substn Dept	1a, 7c, 7d, 15b, 15c, 15d, 15e	8c, 8g, 8f, 7a, 7b, 9a, 16a, 14a, 7k 7L, 9f, 14d, 16d, 7g, 7h, 9d, 9n	All Other Company Departments
<b>15c</b> System Oper Div - Southern Substn Dept	1a, 7c, 7d, 15a, 15b, 15d, 15e	8b, 7m, 7n, 9b, 14h, 16f, 7i, 7j 9e, 14c, 16c, 9g, 16e, 14g, 9o, 9m	All Other Company Departments
<b>15d</b> System Oper Div - Western Substn Dept	1a, 7c, 7d, 15a, 15b, 15c, 15e	8a, 7o, 7p, 9i, 14i, 16g, 9e, 9p	All Other Company Departments
<b>15e</b> System Oper Div - Substn & Line Eqpt Test Dept	15a, 15b, 15c, 15d, 15f	8e, 9b, 7c, 7d, 1a, 2a, 9j, 9k, 16b 14b, 7e, 7f, 9c, 9a, 14c, 9L	All Other Company Departments
<b>15f</b> System Oper Div - Transmission Line Dept	...	8e, 9b, 15a, 7c, 7d, 1a, 2a, 9j, 9k, 16b, 14b, 9L	All Other Company Departments
<b>16a</b> Transportation Dept - Boulder Division	7a, 7b, 9a, 14a	8g, 15b	All Other Company Departments
<b>16b</b> Transportation Dept - Denver Division	9b, 9j, 9k	8e, 15f, 15a, 15e, 7c, 7d, 1a, 2a 14b, 9L, 17a	All Other Company Departments
<b>16c</b> Transportation Dept - Mountain Division	7i, 7j, 9e, 14e	15c	All Other Company Departments
<b>16d</b> Transportation Dept - Northern Division	7k, 7L, 9f, 14f	9n, 17c	All Other Company Departments



Organization	<u>DIVISION</u>	<u>OPERATING DISTRICT</u> <u>GEOGRAPHIC AREA</u>	<u>COMPANY-WIDE</u>
	<u>FIRST**</u> Flow Diagram Nos. (All Equal)*	<u>SECOND**</u> Flow Diagram Nos. (All Equal)*	<u>THIRD**</u> Flow Diagram Nos. (All Equal)*
<b>16e</b> Transportation Dept - Pueblo Division	...	...	All Other Company Departments
<b>16f</b> Transportation Dept - San Luis Valley Div	7m, 7n, 9h, 14h	...	All Other Company Departments
<b>16g</b> Transportation Dept - Western Division	7o, 7p, 9i, 14i	15d, 8a	All Other Company Departments
<b>17a</b> Utility Services Dept - Denver Division	17b, 17c, 17d, 17e	Other Electr & Gas Divisions	All Other Company Departments
<b>17b</b> Utility Services Dept - Mountain Division	17a, 17c, 17d, 17e	Other Electr & Gas Divisions	All Other Company Departments
<b>17c</b> Utility Services Dept - Northern Division	17a, 17b, 17d, 17e	Other Electr & Gas Divisions	All Other Company Departments
<b>17d</b> Utility Services Dept - Southern Division	17a, 17b, 17c, 17e	Other Electr & Gas Divisions	All Other Company Departments
<b>17e</b> Utility Services Dept - Western Division	17a, 17b, 17c, 17d	Other Electr & Gas Divisions	All Other Company Departments

\* Sequence of flow diagram numbers has no meaning. Listing made from Exhibit A Numerical Index.

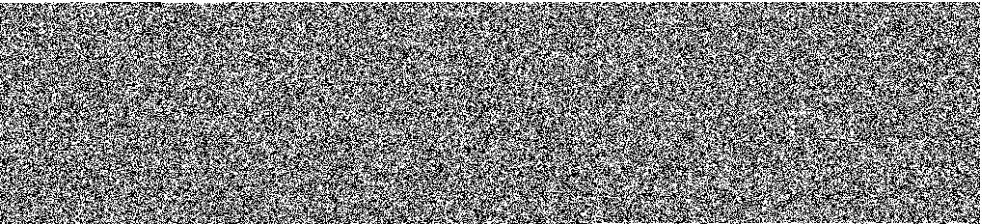
\*\*FIRST - From applications made by employees within the division in which the vacancy exists in order of their division seniority.

\*\*SECOND - From applications made by employees of other divisions in the same operating district in order of their term of employment.

\*\*THIRD - From applications made by employees from other operating districts in the order of their term of employment.

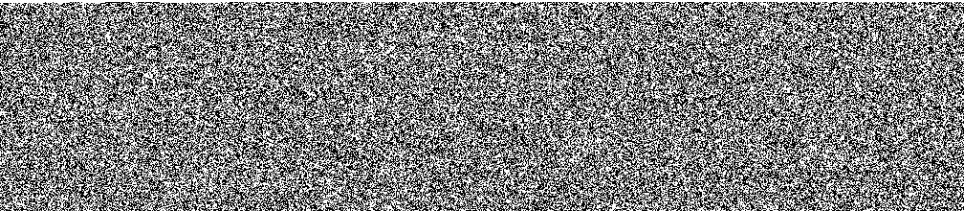
# EXHIBIT E

Exhibit E #	Company #	Union #	Art	Sec	Job Category	Keyword
E-0061	P-94-0232	M-94-0014	11	5	All	LTD
E-0512	P-03-0126	M-03-0006	11	3	All	Benefits
E-0293	P-98-0111	M-98-0011	17	9	All	Transfers
E-0523	P-02-0168	M-03-0008	25	4	All	Apprenticeships
E-0526	P-02-0172	M-03-0011	25	4	All	Apprenticeships
E-0237	P-99-0036	M-99-0002	25	4	All	Miscellaneous
E-0528	P-03-0015	M-03-0015	25	4	All	CDL
E-0503	P-03-0116	M-03-0005	25	4	All	Benefits
E-0062	P-93-0500	M-93-0001	19	20	All	Training
E-0458	P-02-0030	M-02-0010	25	4	All	Miscellaneous
E-0476	P-02-0117	M-02-0014	25	4	All	Miscellaneous
E-0477	P-02-0119	M-02-0015	25	4	All	EEO
E-0060	P-94-0196	M-94-0013	11	6	All	Disabled Employees
E-0490	P-03-0087	M-03-0001	25	0	All	Apprenticeships
E-0493	P-03-0023	M-03-0002	0	0	All	Miscellaneous
E-0494	P-03-0016	M-03-0003	0	0	All	Benefits
E-0059	P-94-0195	M-94-0012	11	5	All	ADA
E-0063	P-93-0091	M-93-0010	7	9	All	Overtime
E-0145	P-98-0003	M-98-0002	25	4	All	Miscellaneous
E-0211	P-98-0109	M-98-0008	25	4	All	Benefits
E-0359	P-00-0117	M-00-0004	21	4	All	Miscellaneous
E-0381	P-99-0038	M-01-0004	25	0	All	Apprenticeships
E-0383	P-01-0026	M-01-0006	2	1	All	Miscellaneous
E-0198	P-98-0097	M-98-0007	24	1	All	Classification
E-0197	P-98-0088	M-98-0006	21	4	All	Miscellaneous
E-0196	P-98-0059	M-98-0005	22	1	All	Miscellaneous
E-0511	P-03-0125	M-03-0007	14	2	All	Miscellaneous
E-0416	P-01-0119	M-02-0002	25	4	All	Paycheck
E-0460	P-02-0062	M-02-0012	25	4	All	Miscellaneous
E-0130	P-97-0107	M-97-0015	5	1	All	Wage Rates
E-0126	P-97-0097	M-97-0008	11	1	All	Benefits
E-0440	P-01-0187	M-02-0003	2	1	All	Benefits
E-0443	P-01-0165	M-02-0004	25	4	All	Benefits
E-0453	P-02-0014	M-02-0008	25	4	All	Benefits
E-0080	P-96-0295	M-96-0004	1	1	All	Recognition
E-0529	P-03-0069	M-03-0016	25	4	All	Benefits
E-0307	P-99-0007	M-99-0007	11	2	All	Benefits
E-0003	P-92-0089	M-93-0003	19	26	All	Miscellaneous
E-0611	P-03-0164	M-04-0006	12	1	All	Miscellaneous
E-0610	P-03-0159	M-04-0005	11	1	All	Benefits
E-0609	P-03-0155	M-04-0004	11	9	All	Benefits
E-0613	P-04-0042	M-04-0008	25	4	All	Miscellaneous
E-0009	P-90-0102	M-90-0012	11	3	All	Benefits
E-0008	P-91-0111	M-91-0006	24	1	All	Relocation
E-0007	P-92-0158	M-92-0002	11	0	All	Miscellaneous
E-0010	P-90-0062	M-90-0007	2	1	All	Tools



# EXHIBIT E

Exhibit E #	Company #	Union #	Art	Sec	Job Category	Keyword
E-0605	P-04-0006	ESL-04-0001	20	7	Electric Street Light	Training
E-0139	P-97-0091	ET-97-0002	20	7	Electric Trouble	Seniority
E-0518	P-03-0128	EU-03-0001	20	7	Electric Underground	Upgrade
E-0106	P-88-0055	EVC-88-0004	20	7	Electric Vaultman Cableman	Ratio
E-0245	P-99-0049	P-99-006	20	8	Energy Supply	Alternative Work Schedules
E-0288	P-98-0049	P-98-018	20	8	Energy Supply	Miscellaneous
E-0244	P-99-0048	P-99-005	20	8	Energy Supply	Alternative Work Schedules
E-0243	P-99-0047	P-99-004	20	8	Energy Supply	Alternative Work Schedules
E-0618	P-03-0151	P-98-017	20	8	Energy Supply	Alternative Work Schedules
E-0066	P-90-0055	P-90-003	20	8	Energy Supply	Individual
E-0234	P-99-0003	P-99-002	20	8	Energy Supply	ADA
E-0231	P-99-0021	P-99-001	20	8	Energy Supply	Alternative Work Schedules
E-0207	P-98-0081	P-98-012	20	8	Energy Supply	Seniority
E-0200	P-98-0043	P-98-008	20	8	Energy Supply	Reduction In Force
E-0199	P-98-0042	P-98-007	20	8	Energy Supply	Miscellaneous
E-0157	P-98-0048	P-98-004	20	8	Energy Supply	Classification
E-0149	P-98-0032	P-98-003	20	8	Energy Supply	Disabled Employee
E-0131	P-97-0012	P-97-005	20	8	Energy Supply	Disabled Employee
E-0069	P-81-0500	P-81-002	20	8	Energy Supply	Miscellaneous
E-0067	P-85-0016	P-85-006	20	8	Energy Supply	Training
E-0068	LR-82-0075	P-82-002	20	8	Energy Supply	Relocation
E-0419	P-01-0125	P-02-006	20	8	Energy Supply	Beards
E-0388	P-01-0009	P-01-005	20	8	Energy Supply	Alternative Work Schedules
E-0608	P-04-0027	ES-04-0004	20	8	Energy Supply	Training
E-0607	P-04-0007	ES-04-0003	20	8	Energy Supply	Alternative Work Schedule
E-0606	P-03-0168	ES-04-0002	20	8	Energy Supply	Miscellaneous
E-0586	P-98-0047	ES-04-0001	20	8	Energy Supply	Classification
E-0367	P-00-0167	P-00-022	20	8	Energy Supply	Alternative Work Schedules
E-0418	P-01-0122	P-02-005	20	8	Energy Supply	Beards
E-0421	P-01-0127	P-02-008	20	8	Energy Supply	Beards
E-0420	P-01-0126	P-02-007	20	8	Energy Supply	Beards
E-0422	P-01-0128	P-02-009	20	8	Energy Supply	Beards
E-0424	P-01-0130	P-02-011	20	8	Energy Supply	Beards
E-0425	P-01-0131	P-02-012	20	8	Energy Supply	Beards
E-0439	P-01-0173	P-02-018	20	8	Energy Supply	Per Diem
E-0292	P-98-0106	P-98-019	20	8	Energy Supply	Upgrade
E-0417	P-01-0121	P-02-004	20	8	Energy Supply	Beards
E-0314	P-99-0079	P-99-008	20	8	Energy Supply	Alternative Work Schedules
E-0294	P-98-0115	P-98-020	20	8	Energy Supply	Alternative Work Schedules
E-0423	P-01-0129	P-02-010	20	8	Energy Supply	Beards
E-0295	P-98-0116	P-98-021	20	8	Energy Supply	Alternative Work Schedules
E-0306	P-98-0153	P-98-025	20	8	Energy Supply	Alternative Work Schedules
E-0311	P-99-0035	P-99-007	20	8	Energy Supply	Alternative Work Schedules
E-0046	P-84-0008	FL-84-0010	20	9	Facility Locate	Classification
E-0045	P-91-00137	FL-91-0003	20	9	Facility Locate	Seniority
E-0041	P-94-0112	GA-94-0003	20	9	Gas Apprentice	Apprenticeships



# EXHIBIT E

Exhibit E #	Company #	Union #	Art	Sec	Job Category	Keyword
E-0559	P-95-0039	MR-04-0025	20	11	Meter Revenue	Bargaining Unit Work
E-0578	P-04-0025	MD-04-0001	20	12	Metrology Department	Miscellaneous
E-0574	P-01-5000	SI-04-0001	20	13	Service Investigation	Miscellaneous
E-0615	P-04-0002	SI-04-0002	20	13	Service Investigation	Wage Rates
E-0092	P-87-0054	S-87-0001	20	14	Stores	Temporary Assignment
E-0394	P-00-0049	S-01-0002	20	14	Stores	Wage Rates
E-0508	P-03-0121	S-03-0001	20	14	Stores	Miscellaneous
E-0289	P-98-0095	S-98-0003	20	14	Stores	Temporary Assignment
E-0457	P-02-0027	S-02-0001	20	14	Stores	Alternative Work Schedules
E-0142	P-97-0006	SD-97-0005	20	15	System Operations	Alternative Work Schedules
E-0507	P-03-0138	SA-03-0001	20	15	System Operations	CDL
E-0019	P-93-0132	SA-93-0011	20	15	System Operations	Testing
E-0016	P-95-0064	TL-95-0001	20	15	System Operations	Bargaining
E-0015	P-95-0300	SA-95-0003	20	15	System Operations	Training
E-0024	P-88-0039	SD-88-0003	20	15	System Operations	Testing
E-0373	P-01-0006	TL-01-0001	20	15	System Operations	Upgrade
E-0583	P-02-0189	LE-04-0001	20	15	System Operations	Alternative Work Schedule
E-0209	P-98-0100	SD-98-0001	20	15	System Operations	Alternative Work Schedules
E-0336	P-99-0123	SA-00-0002	20	15	System Operations	Individual
E-0272	P-99-0067	SS-99-0001	20	15	System Operations	Alternative Work Schedules
E-0404	P-01-0079	NES-01-0001	20	15	System Operations	Alternative Work Schedules
E-0133	P-97-0101	SD-97-0001	20	15	System Operations	Miscellaneous
E-0117	P-97-0136	WS-97-0001	20	15	System Operations	Alternative Work Schedules
E-0506	P-03-0139	SD-03-0001	20	15	System Operations	Alternative Work Schedules
E-0533	P-02-0101	SA-03-0003	20	15	System Operations	Wage Rates
E-0532	P-03-0080	SA-03-0002	20	15	System Operations	CDL
E-0018	P-93-0135	SS-93-0015	20	15	System Operations	Alternative Work Schedule
E-0452	P-02-0053	TA-02-0001	20	16	Transportation All	Alternative Work Schedules
E-0102	P-92-0190	TA-92-0001	20	16	Transportation All	Indemnify
E-0099	P-95-0062	TA-95-0001	20	16	Transportation All	Classification
E-0136	P-97-0003	TA-97-0001	20	16	Transportation All	Classification
E-0098	P-95-0501	TD-95-0002	20	16	Transportation Denver	Classification
E-0534	P-02-0017	TD-03-0001	20	16	Transportation Denver	Alternative Work Schedule
E-0352	P-00-0061	TD-00-0001	20	16	Transportation Denver	Alternative Work Schedules
E-0097	P-95-0065	TD-95-0003	20	16	Transportation Denver	Headquarters
E-0096	P-96-0079	TD-96-0001	20	16	Transportation Denver	Classification
E-0351	P-99-0116	TOD-00-0001	20	16	Transportation Outside Division	Alternative Work Schedules
E-0273	P-99-0068	TOD-99-0001	20	16	Transportation Outside Division	Alternative Work Schedules
E-0166	P-98-0084	UT-98-0003	20	17	Utility Worker	Transfers
E-0165	P-98-0072	UT-98-0002	20	17	Utility Worker	Classification
E-0164	P-98-0071	UT-98-0001	20	17	Utility Worker	Classification
E-0616	P-03-0158	UT-04-0002	20	17	Utility Worker	Seniority
E-0617	P-03-0074	UT-04-0003	20	17	Utility Worker	Miscellaneous
E-0079	U-96-0221	UT-96-0001	20	17	Utility Worker	Recognition
E-0329	P-00-0025	UT-00-0001	20	17	Utility Worker	Classification
E-0584	P-99-0051	UT-04-0001	20	17	Utility Worker	Upgrade
E-0408	P-01-0093	UT-01-0002	20	17	Utility Worker	Seniority